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TORONTO**

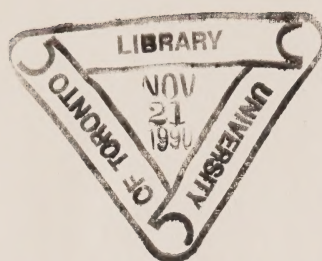
**COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JANUARY 1989**

**OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR**



**HON. GREGORY SORBARA
MINISTER**

**GLENN R. THOMPSON
DEPUTY MINISTER**



OFFICE OF COLLECTIVE BARGAINING INFORMATION
IN TORONTO
JANUARY 1991

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Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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Highlights

Hospital Employees

An arbitration award was handed down in January 1989 to renew 83 collective agreements that had expired 15 months earlier. The new 2-year agreements cover over 12,000 Service Employees working in hospitals across the province.

All employees received a 55¢ per hour wage increase retroactive to October 11, 1987 and a further 60¢ retroactive to October 11, 1988. Wage rates vary slightly from hospital to hospital. The R.N.A. maximum rate at Sunnybrook Medical Centre is reached after 1 year. The previous rate of \$11.54 rose to \$12.69, equivalent to an average annual increase of 4.86%.

A major feature in the new agreements is the extension of the pension plan to include part-time employees. The eligibility criteria have yet to be negotiated by the parties.

Other new terms include a 70¢ per hour increase in standby pay, an additional paid holiday, the introduction of a sixth week of vacation, and reduced service requirement for 5 weeks of vacation.

Electrical Products

After 2 to 4 months of negotiations, workers at 3 electrical products manufacturers located in the Toronto vicinity ratified terms of settlement. A total of 2,235 employees approved new contracts of 24 months' duration at Federal Pioneer Limited and Hammond Manufacturing Company Limited, and 38 months' duration at Ford Electronics Manufacturing Corporation.

Federal Pioneer and Hammond Manufacturing each provided general wage increases of 5% per year and continuation of the COLA clause, which has a 5% trigger. At Federal Pioneer, the terms of settlement also included one additional paid holiday during the Christmas period, a 5¢ increase to the shift premium in each year, and a 5¢ increase in the employer contribution to the pension plan in each year. At Hammond Manufacturing, the new terms included the introduction of a vision care plan at the end of 1989, to provide a maximum claim of \$100 per person every 2 years.

The wage increases at Ford Electronics were 5½% in each of the first two contract years, and 6½% in the third year. The shift premium increased 5¢ per year and improvements to health and welfare benefits were negotiated. The basic pension benefit under the defined benefit plan increased \$1 to \$17.50 per month per year of service, and effective in 1990, a new money purchase pension plan will be established.

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FOOD AND BEVERAGE

Maple Lodge Farms Limited at Norval - Local 175*, Food & Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 12, 1988 to October 12, 1990, covering 620 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

* Previously Local 1105P.

| | | | |
|--------|--|---|-------------------|
| Wages: | Effective | <u>Oct. 13/88</u> | <u>Oct. 13/89</u> |
| | General Increases | 45¢ | 50¢ |
| | Additional Adjustments | Some reclassifications; 25¢ for Drivers* | |
| | New Further Processing, Group 1 (General Help) | \$10.08 (\$9.63) | \$10.58 |
| | Shipping Department | \$12.22 (\$11.77) | \$12.72 |
| | Delivery Driver Local Runs | \$12.29 (\$11.59) | \$12.79 |

* In lieu of safe driving bonus of \$750 per year for eligible drivers, which has been deleted.

Overtime Pay: Time and one-half after 8 hours worked per day (unchanged), and double time after 13 hours per day for plan employees, after 14 hours per day for drivers (new). Double time (time and one-half) on the seventh day of a work week. Time and one-half the applicable driver's rate for highway drivers asked to work city route after a regular run (new).

Shift Premium: 0-35¢-35¢ (0-25¢-30¢).

Lay-Over Pay: Delivery Drivers - \$25 (\$22) for night lay-over.

Health and Welfare: Life Insurance and AD & D - Benefit is \$19,000 (\$18,000). Effective November 1, 1989, \$20,000.

Vision - Maximum claim is \$100 (\$90) per person every 2 years.

Safety Shoe Allowance: \$45 per year for rubber footwear for all employees (previously, \$22.50 per year for all eligible employees and twice a year for live receiving, night cleanup and cooler employees).

Uniform Allowance: Employer pays 50% of cost during the first year of service and 100% during the second year. (50%, 75% and 100% of cost for employees with, 1, 3 and 5 years of service respectively.)

LEATHER

Susan Shoe Industries Ltd. at Hamilton - Local 175* Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 8, 1988 to November 7, 1990, covering 255 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

* Previously Local 233F.

| Wages: | Effective | <u>Jan. 14/89</u> | <u>Nov. 8/89</u> |
|------------------------------|--|--|------------------|
| Increases | | | |
| Hourly Employees | | 25¢ | 25¢ |
| Incentive Employees | | | |
| - Class Rate Factors | | 20¢ | 20¢ |
| - Base Rates | | 88¢ to Class A; 95¢ to Class B, C and D | 50¢ |
| Stockroom III | | \$7.00 (\$6.75) | \$7.25 |
| Truck Driver | | \$8.66 (\$8.41) | \$8.91 |
| Lump Sum Settlement Payment: | \$50 per person working between November 8, 1988 and January 14, 1989. | | |
| Lead Hand Premium (new): | 10% of regular earnings. | | |
| On Call Pay (new): | 50¢ per hour. | | |
| Fork Lift Premium (new): | 50¢ per hour. | | |
| Office Work Premium (new): | 50¢ per hour. | | |
| Health and Welfare: | <u>Life Insurance</u> - Benefit is \$15,000 (\$10,000). <u>Vision</u> - Maximum claim is \$100 (\$80) per person every 2 years. <u>Dental</u> - Maximum annual claim is \$2,000 (\$1,900) per person. Coverage is based on the 1986 (1985) ODA fee schedule. Effective November 8, 1989, the 1987 ODA fee schedule. | | |

TEXTILE

Amoco Fabrics & Fibers Ltd. at Cornwall - Local 2412, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 8, 1988 to September 7, 1990, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

| Wages: | Effective | <u>Sept. 8/88</u> | <u>Sept. 8/89</u> |
|-----------------------|-----------|----------------------|-------------------|
| Increases | | 50¢ | 42¢-57¢ |
| Utility | | \$10.31 (\$9.81) | \$10.73 |
| Electronic Technician | | \$13.95 (\$13.45) | \$14.52 |

Paid Vacation: Effective September 8, 1989, 3 weeks at 6.5% (6%) after 5 years of service and 3 weeks at 7% after 10 years of service (new).

Bereavement Leave: Maximum 3 days' paid leave upon death of common-law spouse (new) and maximum 1 day upon death of step-parent or spouse's grandparent (new).

Health and Welfare: Life Insurance and AD & D - Effective September 8, 1989, benefit is \$7,000 (\$5,000) for single coverage and \$9,500 (\$7,500) for family coverage.

Weekly Indemnity - Effective September 8, 1989, payable for 20 (15) weeks.

Drugs (new) - Effective by February 1, 1989, plan introduced with a 35¢ per prescription deductible.

Pension Plan (new): Effective September 8, 1989, employer introduces a fully paid retirement plan.

Meal Allowance (new): Employee receives \$5 towards cost of a meal after 4 hours of overtime consecutive to the regular shift.

Safety Shoe Allowance (new): Up to \$60 once per year for eligible employee.

FURNITURE AND FIXTURE

Sklar-Peppler Inc., Peppler Division at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 325 employees, settled with mediation assistance. Duration of negotiations - 5½ months.

| Wages: | Effective | <u>Jan. 9/89</u> | <u>July 1/89</u> | <u>Jan. 1/90</u> |
|-----------------------------------|-----------|-----------------------------------|------------------|------------------|
| General Increases | | 25¢ | 35¢ | 5¢ |
| Grade I (includes Lumber Handler) | | \$8.10-\$9.36 (\$7.85-\$9.11) | \$8.45-\$9.71 | \$8.50-\$9.76 |
| Grade 5 (includes Maintenance #5) | | \$9.65-\$10.07 (\$9.40-\$9.82) | \$10.00-\$10.42 | \$10.05-\$10.47 |

Maximum rates are reached after 18 months.

Vacation Pay: Effective February 1, 1989, 7% after 14 (15) years of service.

Health and Welfare: Weekly Indemnity -Effective February 1, 1989, benefit is \$160 (\$140). Effective January 1, 1990, \$180.

Dental - Effective July 1, 1989, coverage is based on the 1984 (1980) ODA fee schedule.

Pension Plan: Employer Contribution - Effective January 1, 1990, 22¢ (17¢) per hour worked to the union fund.

MACHINERY

Vulcan Equipment Company Limited at Toronto - Local 540, Sheet Metal Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 5, 1989 to January 4, 1992, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| | | | | |
|------------------------|--|-------------------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 5/89</u> | <u>Jan. 4/90</u> | <u>July 5/90</u> |
| | General Increases | 5.5% | 3% | 3% |
| | Additional Adjustment | 29¢ for Rubber Molder Class 1 | | |
| | General Labourer | \$8.14 (\$7.72) | \$8.38 | \$8.63 |
| | Press Brake Operator Class 1 | \$16.28 (\$15.43) | \$16.77 | \$17.27 |
| | Effective | <u>Jan. 3/91</u> | <u>July 4/91</u> | |
| | General Increases | 3% | 3% | |
| | General Labourer | \$8.89 | \$9.16 | |
| | Press Brake Operator Class 1 | \$17.79 | \$18.32 | |
| Bereavement Leave: | 4 (3) days' paid leave upon death of immediate family member. | | | |
| Pension Plan (new): | Effective January 4, 1990, plan to be funded from 7% of profits from Profit Sharing Plan. Terms of the pension plan are to be mutually agreed upon. | | | |
| Tool Allowance: | \$175 (\$125) per year for Maintenance Mechanic and \$155 (\$125) for other entitled employees. Effective January 3, 1991, \$230 and \$190 respectively. | | | |
| Safety Shoe Allowance: | \$60 (\$50) per year. Effective January 3, 1991, \$65. | | | |

TRANSPORTATION EQUIPMENT

CAMI Automotive Inc. at Ingersoll - Local 88, Canadian Auto Workers (CLC): A first agreement effective from January 23, 1989 to September 14, 1992, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| | | | |
|--------|-----------------------|--------------------|--------------------|
| Wages: | Effective | <u>Jan. 23/89</u> | <u>Sept. 15/89</u> |
| | Increase | | 2.5%-5.3% |
| | Production Associate* | \$13.01-\$15.30 | \$13.34-\$15.69 |
| | Maintenance Associate | \$17.76 | \$18.71 |
| | Effective | <u>Sept. 19/90</u> | <u>Sept. 18/91</u> |
| | Increases | 1.3%-1.6% | 1.3%-1.5% |

| | | |
|-----------------------|-----------------|-----------------|
| Production Associate | \$13.55-\$15.94 | \$13.75-\$16.18 |
| Maintenance Associate | \$18.96 | \$19.21 |

* Maximum rate for Production Associate will be reached after 2½ years in 3 steps. Currently all employees are at start rate.

| | |
|--------------------------|--|
| COLA: | Currently 43¢ COLA. 1¢ per 0.1 point change in the CPI - 1981=100, using the average index for November, December 1988 and January 1989 as the base. Adjusted quarterly, with 1¢ diversion per quarter. |
| Hours of Work: | 40 hours per week, Monday to Friday for non-continuous shift employees. 208 hours over a 5 week period for continuous shift employees. |
| Shift Premium: | <u>Non-Continuous Shift</u> - 55¢ for all hours worked if shift begins between 12:00 p.m. and 8 p.m. \$1.10 for all hours worked if shift begins between 8:00 p.m. and 5:00 a.m. <u>Continuous Shift</u> - 25¢ for all hours worked. \$1.10 for all hours worked between 8:00 p.m. and 8:00 a.m. Time and one-quarter (including COLA) for all hours on a shift where the majority of hours fall on Sunday, unless such hours come under another provision of the collective agreement. |
| Overtime Pay: | <u>Non-Continuous Shift</u> - Time and one-half (including COLA) for all hours worked beyond 8 on shifts beginning Monday to Friday, and for all hours of shifts beginning on Saturday. Double time (including COLA) for all hours on shifts beginning on Sunday or on paid holidays. <u>Continuous Shift</u> - Time and one-half (including COLA) for all hours worked beyond 8 on any of the first 5 shifts worked in any calendar week and for all hours worked on the sixth shift worked in any calendar week. Double time (including COLA) for all hours worked on the seventh shift worked in any calendar week and on shifts beginning on paid holidays, unless other premium pay applies. Provision does not apply to Powerhouse employees. |
| Paid Rest Periods: | One 18 minute break in each half of a shift. One 9 minute break for each 2 hour period of overtime. |
| Paid Lunch Periods: | A paid lunch break for Powerhouse employees scheduled for a 12 hour shift. |
| Responsibility Pay: | 50¢ per hour when assigned responsibilities of a Team Leader for a full shift or more. |
| Reporting Pay: | Minimum 4 hours' pay at the regular rate when no advance notice that no work is available. |
| Emergency Call-Back Pay: | Minimum of 4 hours' pay at the regular rate. |
| Certificate Allowance: | 3rd Class Shift Operators who hold their 2nd Class Shift Engineer's certificate receive the 2nd Class Shift Engineer's wage rate. |
| Paid Holidays: | Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day and 6-8 days in the Christmas-New Year period, depending upon the day of the week on which Christmas Day falls. |

Paid Vacation: 2½ weeks after 3 years of service and 3 weeks after 5 years.

Bereavement Leave: 3 days' paid leave upon death of spouse, child, parent, sister, brother or parent-in-law. 1 day upon death of half-brother/sister, step-parent/child/brother/sister or step-parent-in-law.

Jury Duty Leave: Employee receives the difference between regular daily wages and jury fees.

Injury on the Job: Employees injured at work and unable to continue at their job receive regular wages for the balance of the shift.

Health and Welfare: Provisions are comparable to current provisions in the C.A.W. auto industry agreements.

Pension Plan: Employer Contribution - 4% of straight-time base wage up to a maximum of 2,080 compensated hours per year.

Education Allowance: Employees receive reimbursement for tuition fees up to a maximum to be determined by the employer.

Bendix Safety Restraints Limited at Collingwood - Local 1474, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1989 to January 31, 1992, covering 450 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Feb. 1/89</u> | <u>Feb. 1/90</u> | <u>Feb. 1/91</u> |
|----------------------------|-----------|----------------------|------------------|------------------|
| General Increases | | 35¢ | 35¢ | 35¢ |
| COLA Fold-in | | 57¢ | | |
| Skilled Trades Adjustments | | 25¢ | 25¢ | 25¢ |
| Assembler | | \$10.38 (\$9.46) | \$10.73 | \$11.08 |
| Electrician | | \$12.73 (\$11.56) | \$13.33 | \$13.93 |

COLA: 1¢ per 0.45 point change in the 3-month average CPI - 1971=100, using the average index for October, November and December 1988 as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-23¢-33¢ (0-18¢-25¢).

Paid Holidays: Effective February 1, 1990, 1 day is added in the Christmas period in 1990 and 1991 for a total of 14 (13) days.

Health and Welfare: Life Insurance - Benefit is \$16,000 (\$15,000). Effective February 1, 1991, \$17,000.

Dental - Maximum lifetime claim for orthodontics is \$750 (\$500). \$5,000 lifetime maximum for all claims under the plan has been removed.

Hendrickson Manufacturing (Canada) Limited at Stratford - Local 8773, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1988 to November 30, 1991, covering 235 employees, settled with mediation assistance. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Dec. 1/88</u> | <u>Dec. 1/89</u> | <u>Dec. 1/90</u> |
|---|---|----------------------|------------------|------------------|
| General Increases | | 60¢ | 50¢ | 50¢ |
| Additional Adjustments | Restructuring of skilled trades salary grid; some reclassifications | | | |
| Group 8 (includes Service Truck Operator) | | \$11.70 (\$11.10) | \$12.20 | \$12.70 |
| Group 1A (Electrician/Electronic) (new) | | \$16.10 | \$16.60 | \$17.10 |
| Shift Premium: | 0-25¢-30¢ (0-22¢-27¢). | | | |
| Paid Holidays: | One-half day is added during the Christmas period for a total of 13 (12½) days. | | | |
| Paid Vacation: | 6 weeks after 25 years of service (new). | | | |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Benefit is \$14,000 (\$13,000). Effective December 1, 1989 and 1990, \$15,000 and \$16,000 respectively. | | | |
| | <u>Weekly Indemnity</u> - Coverage is extended to include out-patient surgery (new). | | | |
| | <u>Dental</u> - Coverage is based on the 1986 (1984) ODA fee schedule. Effective December 1, 1989 and 1990, the 1987 and 1988 ODA fee schedules respectively. | | | |
| Prescription Safety Glasses: | Effective July 1, 1989, \$50 (\$40) per year. | | | |

ELECTRICAL PRODUCTS

Ford Electronics Manufacturing Corporation at Markham - Local 2113, Machinists (AFL-CIO/CLC): A 38-month renewal agreement effective from November 19, 1988 to January 10, 1992, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Nov. 21/88</u> | <u>Nov. 20/89</u> | <u>Nov. 19/90</u> |
|-------------------------------------|------------------|--------------------------------------|-------------------|-------------------|
| General Increases | | 5½% | 5½% | 6½% |
| Additional Adjustments | 35¢ for Grade 20 | | | |
| Job Level 2.1 (Assembler/Inspector) | | \$11.10-\$11.57 (\$10.52-\$10.97) | \$11.71-\$12.21 | \$12.47-\$13.00 |

| | | | |
|----------------|-------------------|-----------------|-----------------|
| Job Level 20.2 | \$17.39-\$18.72 | \$18.34-\$19.75 | \$19.54-\$21.03 |
| (Electrician) | (\$16.15-\$17.41) | | |

Maximum rates are reached after one 2-month and two 3-month increases.

Shift Premium: 0-65¢-65¢ (0-60¢-60¢). Effective November 20, 1989, 0-70¢-70¢. Effective November 21, 1990, 0-75¢-75¢.

Voluntary Reserve Military Leave (new): Employer pays the difference between payment received for Military Leave with the Canadian Armed Forces Reserve and regular pay for up to a maximum of 2 weeks per year.

Health and Welfare: Life Insurance - Benefit is \$27,500-\$31,500 (\$27,000-\$31,000) depending on wage level.

Weekly Indemnity - Effective January 1, 1989, maximum benefit is \$363 (\$318).

Dental - Maximum lifetime claim for orthodontics is \$1,200 (\$1,000) per family member under 21 years of age. Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1989, \$17.50 (\$16.50) per month per year of service.

Money Purchase Plan (new) - Effective January 1, 1990, employer matches employee's contribution of 3% or 5% straight time pay up to a maximum of \$500 per year. Effective 1991, \$550.

Federal Pioneer Limited at Bramalea - Local 564, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from December 21, 1988 to December 20, 1990, covering 215 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| | | | |
|--------|---|-----------------------------------|-------------------|
| Wages: | Effective | <u>Dec.21/88</u> | <u>Dec. 21/89</u> |
| | General Increases | 5% | 5% |
| | Additional Adjustments | Some reclassifications | |
| | Labour Grade 1 (includes Assembler) | \$11.63-\$11.92 (\$11.08-\$11.35) | \$12.21-\$12.52 |
| | Labour Grade 16 (includes Tool & Die Maker I) | \$16.86-\$17.18 (\$16.06-\$16.36) | \$17.70-\$18.04 |

Maximum rates are reached after 1 year.

COLA: 1¢ per 0.4 (0.5) point increase in the CPI - 1971=100, using the December 1988 index as the base. Triggered at 5% annually. Adjusted monthly. (Formula did not trigger.)

Shift Premium: 0-50¢-50¢ (0-45¢-45¢). Effective December 21, 1989, 0-55¢-55¢.

Paid Holidays: 1 floating day is added during the Christmas period for a total of 14 (13) days.

Bereavement Leave: Paid leave for a maximum 3 days is extended to cover the death of any relative living in the employee's household (new).

Health and Welfare: Life Insurance and AD & D - Effective January 18, 1989, benefit is \$25,000 (\$20,000).

Dental - 50%-50% (80%-20%) co-insurance. Coverage is based on the current year's (1987) ODA fee schedule.

Pension Plan: Employer Contribution - 40¢ (35¢) per hour paid. Effective December 21, 1989, 45¢.

Safety Shoe Allowance: \$53 (\$48) per year. Effective December 21, 1989, \$58.

Hammond Manufacturing Company Limited at Guelph and Puslinch Township - Employees' Association (Ind.): A 24-month renewal agreement effective from November 27, 1988 to November 26, 1990, covering 620 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

| | | | |
|--------|---|--------------------------------------|-------------------|
| Wages: | Effective | <u>Jan. 18/89</u> | <u>Nov. 26/89</u> |
| | General Increases | 5% | 5% |
| | <u>Plants 1 and 3 and Power Supply Division</u> | | |
| | Assembler (I.B.M.) | \$8.57-\$9.80 (\$8.16-\$9.33) | \$9.00-\$10.29 |
| | Maintenance Mechanic Journeyman | \$12.36-\$14.17 (\$11.77-\$13.49) | \$12.98-\$14.88 |

Maximum rates are reached after one year.

Lump Sum Payment: \$400 per employee, in lieu of retroactivity.

COLA: 1¢ per 0.35 point change in the CPI - 1981=100 using the November 1989 index as the base. Triggered at 5% and adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$18,000 (\$15,000). Effective November 26, 1989, \$20,000.

Life Insurance for Retirees - Benefit is \$3,000 (\$2,500) for employee retiring at age 60 to 65 years with 10 years of service (unchanged). Effective November 26, 1989, \$3,500.

LTD - Effective November 26, 1989, benefit is \$750 (\$620) per month.

Vision (new) - Effective November 26, 1989, maximum claim is \$100 per person every 2 years.

Safety Prescription Glasses: Employer pays 100% (50%) per pair to a maximum \$55 per year (previously, no maximum).

MISCELLANEOUS MANUFACTURING

| | | | |
|--|---|---|-----------------------------------|
| <u>Windsor Plastics Products Ltd. at Windsor - Local 195, Canadian Auto Workers (CLC):</u> A | | | |
| 36-month renewal agreement effective from February 6, 1989 to February 5, 1992, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 1 month. | | | |
| Wages: | Effective | <u>Feb. 7/89</u> | <u>Feb. 6/90</u> <u>Feb. 6/91</u> |
| | General Increases | 50¢ | 30¢ 30¢ |
| | COLA Fold-in | \$1.07 | |
| | Additional Adjustments | Restructuring of wage schedule and 80¢ for set-up and maintenance employees | |
| | Assembler | \$12.34 (\$10.77) | \$12.64 \$12.94 |
| | Machine Repair Maintenance Class 'A' | \$15.74 (\$13.37) | \$16.04 \$16.34 |
| COLA: | 1¢ per 0.37 (0.38) point increase in the CPI - 1981 (1971) = 100, using the February 1989 index as the base. Adjusted quarterly. | | |
| Shift Premium: | 0-25¢-30¢ (0-20¢-25¢). | | |
| Paid Vacation: | 5 (4½) weeks after 15 years of service. | | |
| Bereavement Leave: | 3 days' paid leave upon death of spouse's grandparent (new). | | |
| Health and Welfare: | <u>Major Medical</u> - Coverage is extended to include prescribed prosthesis (new). | | |
| | <u>Vision</u> - Maximum claim is \$200 (\$100) per person every 2 years. | | |
| | <u>Dental</u> - Maximum lifetime orthodontic benefit is \$1,500 (\$1,000). Coverage continues to be based on the current year's ODA fee schedule. | | |
| Pension Plan: | <u>Employer Contribution</u> - 20¢ (15¢) per hour. Effective February 6, 1990 and 1991, 25¢ and 27¢ respectively. | | |
| Safety Shoe Allowance (new): | Maximum \$50 per year. | | |

CONSTRUCTION

| | | |
|--|-----------|-----------------------------------|
| <u>Hand Association of Sewer, Watermain and Road Contractors at OLRB Areas 5 and 26 - Local 837, Labourers (AFL-CIO):</u> A | | |
| 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 1 month. | | |
| Package: | Effective | <u>Jan. 1/89</u> <u>Jan. 1/90</u> |
| | Increases | \$1.38-\$1.93 \$1.20-\$2.60 |

| | | |
|--|----------------------|---------|
| Labourer-OLRB Area 5 except North and South Grimsby and Nanticoke Industrial Park | \$19.25 (\$17.87) | \$20.45 |
| Powder Man - Bridge Building | \$24.03 (\$22.65) | \$25.34 |

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 55¢ to training fund.

| | |
|------------------------|--|
| Overtime Pay: | Time and one-half for all hours worked on Saturday, and in excess of 10 hours per day. (Previously, on Saturday, in excess of 10 hours per day and for all work performed before 7 a.m. and after 6 p.m.). |
| Welfare Fund: | Employer contributes \$1.55 (\$1.50) per hour worked. Effective January 1, 1990, \$1.60. |
| Pension Fund: | Employer contributes \$1 (80¢) per hour worked. |
| Safety Shoe Allowance: | Employer provides or pays full cost for appropriate footwear for asphalt rakers per year. |
| Mileage Allowance: | 30¢ (25¢) per kilometre. |

Non-Destructive Testing Management Association, Central Canada Region - Quality Control Council of Canada (Ind.): A 24-month renewal agreement effective from December 1, 1988 to November 30, 1990, covering 250 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Dec. 1/88</u> | <u>Dec. 1/89</u> |
|--|---|------------------|------------------|
| General Increases | | \$1.50 | \$1.50 |
| Additional Adjustments | Restructuring of wage schedule; elimination of Categories 1 & 2 | | |
| Level I Technician (Radiography, Ultrasonics or Eddy Current) with less than 3 certificates | \$15.88 (Category I \$13.90) (Category II \$15.44) | | \$16.47 |
| Level II Technician (Radiography, Ultrasonics or Eddy Current) with 3 certificates | \$19.90 (Category I \$19.67) (Category II \$17.70) | | \$20.49 |

| | |
|---------------------|--|
| Shift Premium: | 15% (13%) of regular base rate. |
| Paid Vacation: | 4 (3) weeks after 1 year of service. |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Benefit is \$35,000 (\$25,000). |

Weekly Indemnity - Benefit is payable on a 1/14/30 (1/8/13) basis with a UIC carve out.

Dental - Maximum claim is \$2,000 per family member. Plan allows for 1 consultation visit per year (previously, no limit.)

Pension Plan: Employer Contribution - \$1 (50¢) per hour worked to the NDT industry pension fund.

Training Allowance: Employer Contribution (new) - 25¢ per hour worked to the NDT Industry Training and Upgrading Fund. (Previously, employer paid the examination fees.)

Travel Allowance: Minimum \$45 (\$40) per night for hotel room and \$30 (\$25) per working day for meals.

TRANSPORTATION

London Transit Commission - Local 741, Transit Union (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1988 to June 30, 1991, covering 429 employees, settled with mediation assistance. Duration of negotiations - 7 months.

| Wages: | Effective | <u>July 1/88</u> | <u>Jan. 1/89</u> |
|--------|----------------------------|---|------------------|
| | COLA Fold-in | 3¢ | |
| | General Increases | 4% | 1% |
| | Skilled Trades Adjustment | 30¢ | |
| | Additional Adjustments | 5¢ for Inspector and Dispatcher; 4¢ for Bus Operator | |
| | Bus Operator | \$13.37-\$13.69 (\$12.79-\$13.09) | \$13.50-\$13.83 |
| | Mechanic | \$14.79 (\$13.89) | \$14.94 |
| | Effective | <u>July 1/89</u> | <u>July 1/90</u> |
| | General Increases | 4.5% | 4.5% |
| | Skilled Trades Adjustments | 35¢ | 35¢ |
| | Bus Operator | \$14.11-\$14.45 | \$14.74-\$15.10 |
| | Mechanic | \$15.98 | \$17.06 |

Maximum rate for Bus Operator is reached after 1 year.

COLA: 1¢ per 0.25 point change in the CPI - 1981=100, using the June 1989 index as the base. Triggered at 4.5% annually. Capped at 20¢ in the second contract year and 25¢ in the third contract year. (Previously, triggered at 3% and capped at 25¢.)

Paid Vacation: 4 weeks after 10 (11) years of service and 5 weeks after 18 (19) years.

Health and Welfare: LTD - Effective February 1, 1989, benefit is \$900 (\$800) per month. Effective February 1, 1990, \$1,000. Effective February 1, 1991, \$1,100.

Dental - Effective February 1, 1989, coverage is based on the 1985 (1983) ODA fee schedule. Effective February 1, 1990, the 1987 ODA fee schedule. Effective February 1, 1991, the 1989 ODA fee schedule.

Pension Plan: Basic Benefit - Benefit is based on the final 5 years of earnings multiplied by years of pensionable service. (Previously, career earnings plan.)

Early Retirement Incentives - Employee who elects early retirement may return as part-time employee and continue to receive pension benefits (new). Employee is eligible for certain benefits, with the employer paying 50% of premium costs.

Safety Shoe Allowance: Maximum \$75 (\$65) per year.

ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Company Ltd. at Toronto and other central and southeastern Ontario centers - Local 513, Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory employees): A 24-month renewal agreement effective from February 1, 1989 to January 31, 1991, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

| Wages: | Effective | <u>Feb. 1/89</u> | <u>Feb. 1/90</u> |
|--------|----------------------------------|--|-------------------|
| | General Increases | 5% | 4% |
| | <u>Weekly Rates</u> | | |
| | 35 hours per week | | |
| | Range 3 (includes Filing Clerk) | \$357.00-\$365.00 (\$340.00-\$348.00) | \$371.00-\$379.50 |
| | Range 10 (includes Senior Clerk) | \$597.00-\$607.00 (\$568.50-\$579.00) | \$621.00-\$631.50 |

Maximum rates are reached after 24 months.

Weekend Premium: \$1 per hour worked on a Saturday or Sunday. (Previously, \$5 per shift.)

Paid Holidays: 1 floating day is added for a total of 15 (14) days.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 3,000 employees, settled with mediation assistance. Duration of negotiations - 12 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|-------------------------------|---|--|---|
| | Increases | 5.3% | 5.4% for Teachers; 5% for Principals |
| | Teacher-Level 1 0-6 years | \$20,204-\$29,413 (\$19,187-\$27,933) | \$21,300-\$31,009 |
| | Teacher-Level 4 0-10 years | \$25,956-\$43,400 (\$24,650-\$41,216) | \$27,364-\$45,754 |
| | Teacher-Level 7 0-12 years | \$32,615-\$53,445 (\$30,973-\$50,755) | \$34,376-\$56,331 |
| | Principal 0-3 years | | |
| | Level 5 | \$56,598-\$62,715 (\$53,749-\$59,558) | \$59,428-\$65,851 |
| | Level 6 | \$58,629-\$64,758 (\$55,678-\$61,498) | \$61,561-\$67,997 |
| | Level 7 | \$60,684-\$66,788 (\$57,629-\$63,426) | \$63,718-\$70,128 |
| Responsibility Allowances: | <u>Principal</u> Secondary School | \$4,253 (\$3,486) | \$4,466 |
| | Other than Secondary School | | |
| | - with over 950 students | \$3,660 (\$3,486) | \$3,843 |
| | - 800 to 949 students | \$2,894 (\$2,756) | \$3,039 |
| | <u>Vice-Principal</u> Secondary School (new) | \$7,959 | \$8,357 |
| | - with over 950 students | \$6,244 (\$6,122) | \$6,369 |
| | - up to 949 students | \$5,706 (\$5,594) | \$5,820 |
| | Co-ordinator | \$5,262 (\$5,060) | \$5,525 |
| | Consultant | \$3,682 (\$3,540) | \$3,866 |
| | Department Head | \$3,744 (\$3,600) | \$3,931 |
| | Division Leader | \$2,184 (\$2,100) | \$2,293 |
| | Assistant Department Head | \$1,846 (\$1,775) | \$1,938 |

Health and Welfare: Hearing - Maximum claim is \$500 (\$300) per person every 5 years.

Durham Board of Education at Oshawa - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 1,200 employees, settled during a work stoppage. Duration of negotiations - 10 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|--------|-----------------------------------|--|-------------------|
| | General Increases | 4.85% | 4.95% |
| | Teacher-Category I 0-11 years | \$25,919-\$42,957 (\$24,720-\$40,970) | \$27,202-\$45,083 |
| | Teacher-Category IV 0-11 years | \$30,306-\$53,621 (\$28,904-\$51,141) | \$31,806-\$56,275 |
| | Vice-Principal 0-3 years | \$58,440-\$63,255 (\$55,737-\$60,329) | \$61,333-\$66,386 |

Principal

| | | |
|----------------------------|--|-------------------|
| Cartwright High School | \$65,167 (\$62,153) | \$68,393 |
| Other Schools 0-3 years | \$65,167-\$71,235 (\$62,153-\$67,940) | \$68,393-\$74,761 |

| | | | |
|----------------------------|-----------------------------|-------------------|---------|
| Responsibility Allowances: | Director and Co-ordinator | \$3,923 (\$3,742) | \$4,117 |
| | Major Head | \$3,576 (\$3,411) | \$3,753 |
| | Minor Head | \$2,285 (\$2,179) | \$2,398 |
| | Assistant Head and Chairman | \$1,673 (\$1,596) | \$1,756 |
| | Assistant Co-ordinator | \$2,861 (\$2,729) | \$3,003 |

Master's Degree Allowance: \$837 (\$798). Effective September 1, 1989, \$878.

Special Education Specialist Allowance: \$485 (\$463). Effective September 1, 1989, \$509.

Health and Welfare: Life Insurance - Maximum benefit is \$215,000 (\$210,000). Effective September 1, 1989, \$225,000.

Dental - Effective March 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective March 1, 1990, the 1989 ODA fee schedule.

LTD - Plan administered by the Ontario Secondary School Teachers' Federation (previously, by Confederation Life Insurance Company).

Continuation of Benefits - Employer pays 50% of costs for health and welfare benefits for employee on maternity leave (new).

Peterborough County Board of Education at Peterborough - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 430 employees, settled with mediation assistance. Duration of negotiations - 11 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|---|-----------|--|-------------------|
| General Increases | | 4.35% | * |
| Teacher-Category 1 0-11 (0-12) years | | \$24,615-\$42,188 (\$23,589-\$40,429) | |
| Teacher-Category 4 0-11 (0-12) years | | \$28,585-\$52,869 (\$27,393-\$50,665) | |
| Vice-Principal | | \$59,307-\$62,881 (\$56,834-\$60,259) | |
| Principal | | \$66,098-\$71,220 (\$63,342-\$68,251) | |

* Increase to equal the percentage increase in the CPI from the May 1988 to the May 1989 index, plus .5%.

Previous rates reflect a 4.85% general increase on September 1, 1987.

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective September 1, 1989, the 1988 ODA fee schedule.

Simcoe County Board of Education at Barrie - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 386 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
|--------------------------------|-----------|--------------------------------------|------------------|
| General Increases | | 4% | 1.6% |
| <u>Additional Adjustments</u> | | | |
| Groups 1 and 2 | | 45¢ | 45¢ |
| Groups 3, 4 and 5 | | 30¢ | 30¢ |
| Cleaner | | | 52¢ |
| Custodian | | \$10.94-\$11.70 (\$10.23-\$10.96) | \$11.42-\$12.19 |
| Group 1 (includes Electrician) | | \$13.59-\$14.35 (\$12.63-\$13.37) | \$14.26-\$15.03 |
| Effective | | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| General Increases | | 4% | 1.6% |

Additional Adjustments

| | | |
|-------------------|------------------------------|-----------------|
| Groups 1 and 2 | 45¢ | 45¢ |
| Groups 3, 4 and 5 | 30¢ | 30¢ |
| Cleaner | Reclassified to Custodian | |
| Custodian | \$12.18-\$12.98 | \$12.67-\$13.49 |
| Group 1 | \$15.28-\$16.08 | \$15.97-\$16.79 |

Maximum rate for Custodian is reached after 2 years and for Electrician, after 1 year.

Shift Premium: 0-26¢-26¢ (0-25¢-25¢). Effective January 1, 1990, 0-27¢-27¢.

Bus Drive Premium: \$2.95 (\$2.85) per day for regular noon hour kindergarten run.

Responsibility Allowance: 42¢ (40¢) per hour to Lead Hand responsible for a school. Effective January 1, 1990, 44¢.

Certificate Allowance: 43¢ (41¢) per hour for Custodian with Engineer's Certificate. Effective January 1, 1990, 45¢.

Weekend and Holiday School Check Allowances: Increased by 5%. Effective January 1, 1990, a further 5%.

Paid Holidays: Effective July 1, 1989, 13 (12) days.

Health and Welfare: Dental - Employer pays 70% (50%) of premium costs.

Continuation of Benefits - Employer continues to share premium costs for 17 weeks for employee on maternity/adoption leave (new).

Safety Shoe Allowance: \$36 per year (\$60 for 2 years). Effective January 1, 1990, \$45.

Toronto City Board of Education - Local 1325 - Canadian Union of Public Employees (CLC) (office and clerical employees and librarians): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 429 employees, settled with mediation assistance. Duration of negotiations - 14 months.

| Wages: | Effective | Jan. 1/88 | June 1/88 | Jan. 1/89 |
|-------------------|-----------|-----------|-----------|-----------|
| General Increases | | 4% | 1% | 5%* |

Annual Rates

| | | | |
|------------------------|--|-------------------|-------------------|
| Clerk Grade 1 | \$16,062-\$17,607 (\$15,444-\$16,930) | \$16,223-\$17,783 | \$17,034-\$18,672 |
| Senior Systems Analyst | \$41,458-\$55,612 (\$39,863-\$53,473) | \$41,873-\$56,168 | \$43,967-\$58,976 |

Additional Adjustments - Effective January 27, 1989, \$105 for Clerk 5 maximum and for employees paid more than the Clerk Grade 5 maximum.

Maximum rate for Clerk Grade 1 is reached after 3 years and for Senior Systems Analyst, after 7 years.

* Conditional wage re-opener if the Toronto CPI - 1981=100 increases by more than 6% above the December 1988 index.

Paid Vacation: 30 (29) days after 26 years of service. Effective January 1, 1989, 30 (28) days after 25 years.

Bereavement Leave: 3 days' paid leave upon death of grandparent or grandchild (new).

Health and Welfare: Life Insurance - Benefit is \$120,000 (\$100,000).

LTD - Employer pays 100% (75)% of premium costs.

Dental - Effective March 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule. Effective February 26, 1989, plan is extended to include caps, crowns and dentures (new).

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new).

Mileage Allowance: Effective January 27, 1989, 37¢ per kilometre.

York Region Board of Education at Aurora - Local 1196, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 525 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|---------------------------|-----------|--------------------------------------|------------------|
| General Increases | | 7% | 93¢ |
| Additional Adjustment | | Matron re-classified to Caretaker A | |
| Caretaker 1 & Caretaker A | | \$11.92-\$12.55 (\$11.14-\$11.73) | \$12.85-\$13.48 |
| Maintenance 2 | | \$14.35-\$14.94 (\$13.41-\$13.96) | \$15.28-\$15.87 |

Maximum rates are reached after two 6-month increases.

Paid Leave of Absence: Maximum 3 days per year for severe family illness. (Previously, maximum 3 days for severe illness of parent, spouse or child.)

Health and Welfare: Life Insurance and AD & D - Benefit is twice the employee's basic annual salary. (Previously, twice the annual salary.)

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Union Business Leave: Employer pays 50% of wages and benefits for the full-time release of local president (new).

McMaster University at Hamilton - Local 6, Canadian Educational Workers (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 6 months.

| | | |
|--------|--|----------------------|
| Wages: | Effective | <u>Sept. 1/88</u> |
| | General Increase | 5% |
| | Teaching Assistantship - Undergraduate | \$7.78 (\$7.41) |
| | Teaching Assistantship or Research Assistantship - Graduate or qualifying year | \$25.39 (\$24.18) |

Note: Wage rates include 4% vacation pay (unchanged).

HEALTH AND WELFARE SERVICES

Sunnybrook Medical Centre and 49 other hospitals, province-wide - Various locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Eighty-three 24-month renewal agreements effective from October 11, 1987 to October 10, 1989, covering 12,222 employees, settled by arbitration. Duration of negotiations - 15 months.

| | | | |
|--------|----------------------------------|--------------------------------------|-------------------|
| Wages: | Effective | <u>Oct. 11/87</u> | <u>Oct. 11/88</u> |
| | General Increases | 55¢ | 60¢ |
| | <u>Sunnybrook Medical Centre</u> | | |
| | Housekeeping Aide | \$10.62-\$10.79 (\$10.07-\$10.24) | \$11.22-\$11.39 |
| | R.N.A. | \$11.85-\$12.09 (\$11.30-\$11.54) | \$12.45-\$12.69 |
| | Electrician | \$14.02-\$14.36 (\$13.47-\$13.81) | \$14.62-\$14.96 |

Maximum rates for Housekeeping Aide and R.N.A. are reached after 2 annual increases and for Electrician, after 1 annual increase.

Shift Premium: 45¢ for all hours worked if majority of hours work fall between 3 a.m. and 7 a.m. (Previously, applied if a minimum of two hours worked on the shift were outside the normal hours of day shift.)

Standby Pay: \$2.10 (\$1.40) per hour ceasing upon call back.

Paid Holidays: Effective in 1989, 1 fixed day is added for a total of 12 (11) days.

Paid Vacation: 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new).

Health and Welfare: Continuation of Benefits - Effective April 10, 1989, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new). Seniority and service to accrue during such leave.

Life Insurance - Effective April 1, 1989, employer pays 100% (90%) of premium costs.

Pension Plan: Part-time Employees (new) - Now covered by the Hospitals of Ontario Pension Plan, with eligibility criteria to be negotiated by the parties.

Safety Shoe Allowance (full-time): \$35 (\$30) per year.

Uniform Allowance (full-time): \$60 (\$50) per year.

PERSONAL SERVICES

Cara and various independent franchises, previously Swiss Chalet Employers' Association, province-wide - Local 88, Hotel Employees (AFL-CIO/CLC) (full-time and part-time employees): A 36-month renewal agreement effective from September 16, 1988* to September 15, 1991, covering 3,150 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previous agreement expired August 31, 1988.

| Wages: | Effective | <u>Sept. 16/88</u> | <u>Sept. 16/89</u> | <u>Sept. 1/90</u> |
|-----------------|-----------|--|--------------------|-------------------|
| Increases | | 4.5% except salary grid restructured for waitress/waiter | 5% | 4% |
| Waitress/Waiter | | \$4.60-\$4.70 (\$4.05-\$4.37) | \$4.83-\$4.93 | \$5.02-\$5.13 |
| Cook | | \$7.59-\$9.22 (\$7.26-\$8.82) | \$7.97-\$9.68 | \$8.28-\$10.07 |

Maximum rates are reached on merit.

Lump Sum Settlement Payment: Full-time - \$150 per employee.

Part-time - \$75 per employee.

Uniform Cleaning and Shoe Allowance: Employer contributes 4¢ (3¢) per hour worked for kitchen staff towards the purchase of shoes and towards the cleaning of uniforms for cashiers and bartenders. 8¢ (7¢) per hour worked for waiter/waitress towards the purchase of shoes and cleaning of uniforms.

Cara and various independent franchises, previously Swiss Chalet Employers' Association, province-wide - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time employees): A 36-month renewal agreement effective from September 16, 1988 to September 15, 1991, covering 910 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Sept. 16/88</u> | <u>Sept. 16/89</u> | <u>Sept. 1/90</u> |
|-----------------|-----------|--|--------------------|-------------------|
| Increases | | 4.5% except salary grid restructured for waitress/waiter | 5% | 4% |
| Waitress/Waiter | | \$4.50-\$4.55 (\$4.05-\$4.37) | \$4.62-\$4.78 | \$4.80-\$4.97 |
| Cook | | \$7.58-\$9.21 (\$7.26-\$8.82) | \$7.96-\$9.67 | \$8.27-\$10.05 |

Maximum rates are reached on merit.

Lump Sum Settlement Payment: Full-time - \$150 per employee.

Part-time - \$75 per employee.

Uniform Cleaning and Shoe Allowance: Employer contributes 4¢ (3¢) per hour worked for kitchen staff towards the purchase of shoes and towards the cleaning of uniforms for cashiers and bartenders. 8¢ (7¢) per hour worked for waiter/waitress towards the purchase of shoes and cleaning of uniforms.

Cara Operations Limited, Airline Services Division at Mississauga - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from January 8, 1989* to January 7, 1992, with wages retroactive to November 1, 1988, covering 750 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

* Previous agreement expired on October 31, 1988.

| Wages: | Effective | <u>Nov. 1/88</u> | <u>Nov. 1/89</u> | <u>Nov. 1/90</u> |
|--------------------------|-----------|----------------------|------------------|------------------|
| Average Increases | | 4.2% | 4.3% | 4.6% |
| Flight Kitchen Assistant | | \$10.40 (\$9.99) | \$10.85 | \$11.35 |
| 1st Baker | | \$13.30 (\$12.73) | \$13.90 | \$14.60 |

The following changes are effective from November 1, 1989, unless stated otherwise.

Shift Premium: 35¢ (30¢) per hour.

Lead Hand Premium: 60¢ (55¢) per hour.

Paid Holidays: Remembrance Day is added for a total of 11 (10) days.

Paid Vacation: 4 weeks after 11 (12) years of service and 5 weeks after 18 (19) years.

Health and Welfare: Employer Contribution - 38¢ (32¢) per hour worked to the Union Health and Welfare Plan. Effective June 1, 1989 and 1990, 41¢ and 44¢ respectively.

Safety Shoe Allowance: Maximum \$80 (\$50) reimbursement per year for eligible full-time employee.

LOCAL ADMINISTRATION

Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A): A
 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 355 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| | | | |
|--------|-------------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 5%* | 5% |
| | Additional Adjustment** | | |
| | <u>Annual Rates</u> | | |
| | Police Constable | \$30,283.46 | \$31,797.63 |
| | 4th Class-Level II | (\$28,841.39) | |
| | Police Constable | \$42,990.15 | \$45,139.66 |
| | 1st Class | (\$40,943.00) | |
| | Staff Inspector | \$64,485.23 | \$67,709.49 |
| | | (\$61,414.50) | |

* Staff Sergeant salary adjusted to 125% (124%) of First Class Constable salary; Sergeant/Detective salary adjusted to 112.5% (112%) of First Class Constable salary.

** If the 1990 year-end rate for a First Class Constable averaged across Hamilton, London, Niagara and Waterloo exceeds the corresponding Windsor rate, the excess percentage will be applied to all salaries effective July 1, 1990.

| | | |
|-----------------------|--|-------------------------------------|
| Off Duty | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| Employment Hourly | | |
| Rates: | | |
| Constable | \$20.75 (\$19.75) with minimum \$62.25 (\$59.25) | \$21.75 with minimum \$65.25 |
| Constable - Liquor | \$31.25 (\$29.75) with minimum \$93.75 (\$89.25) | \$32.75 with minimum \$98.25 |
| Sergeant | \$23.25 (\$22) with minimum \$69.75 (\$66) | \$24.50 with minimum \$73.50 |
| Sergeant - Liquor | \$35 (\$33) with minimum \$105 (\$99) | \$36.75 with minimum \$110.25 |

Shift Premium: 40¢ (30¢) per hour worked if shift starts after 6 p.m. and 30¢ (unchanged) per hour worked if shift starts between 2:30 p.m. and 6 p.m.

Long Service Pay: \$80 (\$65) per year for every 5 years of service.

Paid Vacation: 5 weeks after 17 (18) years of service and 6 weeks after 24 (25) years. Effective January 1, 1990, 6 weeks after 23 years.

Sick Leave Retirement Gratuity: Effective for employees hired after January 1, 1989, provision is grandfathered (new).

Health and Welfare: Major Medical - Maximum claim for clinical psychology services is \$1,500 (\$1,000) per year.

Pension Plan: Service is backdated to include any time worked for a municipal, provincial or federal employer (new).

Addenda

February 1988 Settlement

METAL FABRICATING

CCL Industries Inc., Continental Can Canada Inc. subsidiary at New Toronto, Toronto and Trenton, Ontario and at centres in British Columbia, Manitoba and Quebec - Various Locals, United Steelworkers (AFL-CIO/CLC) (hourly rated and salaried employees): A 36-month renewal agreement effective from February 20, 1989 to February 16, 1992, with wages retroactive to February 15, 1988, covering 1,100 Ontario employees, settled at the bargaining stage and ratified in February 1988. Duration of negotiations - 1 month.

| Wages: | Effective | <u>Feb. 15/88*</u> | <u>Feb. 13/89</u> | <u>Feb. 12/90</u> | <u>Feb. 18/91</u> |
|--|-----------|------------------------|-------------------|-------------------|-------------------|
| General Increases | | 30¢ | 15¢ | 15¢ | 15¢ |
| Job Class Increment** | | 14.1¢ (14.1¢) | 15.1¢ | 16.1¢ | 17.1¢ |
| COLA Fold-in | | | 47¢ | | |
| Job Class 7 (includes Operator) | | \$14.335 (\$14.035) | \$15.005 | \$15.205 | \$15.405 |
| Job Class 21 (includes Electronic Technician) | | \$17.014 (\$16.714) | \$17.774 | \$18.064 | \$18.354 |

* The 15¢ general increase effective February 17, 1988 negotiated under the previous agreement was replaced by the 30¢ general increase effective February 15, 1988 negotiated under this agreement.

** Applies to Job Classes 1 to 16. Job class increment for Classes 17 to 25 is 28.2¢ (unchanged).

Previous rates reflect COLA folded in during the term of the previous agreement.

| | |
|----------------------------------|---|
| COLA: | 1¢ per 0.12 point change in the CPI - 1981=100, using the December 1988 index as the base. Adjusted quarterly. Folded-in annually. Salaried employees receive commensurate adjustments. (1¢ per 0.295 point change in the U.S. revised CPI-W-1967=100. Adjusted quarterly. Folded in annually. Salaried employees received commensurate adjustments.) |
| Trade and Craft Allowance (new): | 26¢ and \$1.30 for skilled trades depending on job class. |
| Bereavement Leave: | 1 day's paid leave upon death of brother/sister-in-law (new). |
| Health and Welfare: | <u>Weekly Indemnity</u> - Effective March 1, 1989, benefit is \$335-\$395 (\$285-\$344) per week depending on job class. Effective March 1, 1990, \$360-\$420. <u>Dental</u> - Maximum lifetime claim for orthodontics is \$1,000 (\$750) per family member under 19. |
| Pension: | <u>Basic Benefit</u> - Effective March 1, 1989, \$23-\$27 (\$21-\$25) per month per year of service depending on job class. Effective March 1, 1990, \$25-\$29. Effective March 1, 1991, \$26-\$30. |
| Technological Change (new): | Employer will make every reasonable effort to ensure preservation of employment security through attrition, retraining and relocation. |

September 1988 Settlement

HEALTH AND WELFARE SERVICES

Niagara Regional Municipality, Homes for Senior Citizens at Niagara Falls, Port Colbourne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from October 1, 1987 to September 30, 1989, covering 570 employees, settled with mediation assistance and ratified in September 1988. Duration of negotiations - 10 months.

| Wages: | Effective | <u>Oct. 1/87</u> | <u>Oct. 1/88</u> |
|-----------------------|-----------|----------------------------------|------------------|
| General Increases | | 5% | 5% |
| Housekeeping Aide | | \$9.60-\$9.80 (\$9.14-\$9.33) | \$10.08-\$10.29 |
| Recreationist I (new) | | \$12.35-\$13.64 | \$12.97-\$14.32 |

Maximum rates are reached after one 6-month increase.

| | |
|----------------|---|
| Shift Premium: | 0-40¢-40¢ (0-35¢-35¢). Effective October 1, 1988, 0-45¢-45¢. |
| Paid Vacation: | Effective January 1, 1988, 5 weeks after 18 (20) years of service and 6 weeks after 28 years (new). Effective January 1, 1989, 4 weeks after 8 (10) years and 5 weeks after 17 years. |

Health and Welfare: Dental - Coverage is based on the previous year's ODA fee schedule. (Previously, the 1986 ODA fee schedule for full-time employees and the 1984 ODA fee schedule for part-time employees.)

Safety Footwear Allowance: \$60 (\$50) per year. Effective October 1, 1988, \$65.

October 1988 Settlement

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Research Council Employees' Association (Ind.) (clerical and regulatory group, full-time and part-time employees*): A 12-month renewal agreement effective from December 14, 1987 to December 11, 1988, covering 352 employees, settled by arbitration in October 1988. Duration of negotiations - 7 months.

* Previously only full-time employees.

Wages: Effective Dec. 14/87

General Increase 3.6%

Annual Rates

CR-Level 1 \$14,763-\$16,540
5 levels (\$14,250-\$15,965)

CR-Level 7 \$33,296-\$36,460
4 levels (\$32,139-\$35,193)

Paid Vacation: Effective September 1, 1988, 4 weeks after 8 (9) years of service.

Meal Allowance: Effective December 8, 1988, \$5.25 (\$5) after 3 hours of overtime and \$4.50 (\$4) after 4 more hours.

November 1988 Settlements

EDUCATION AND RELATED SERVICES

Simcoe County Roman Catholic Separate School Board at Barrie - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 665 employees, settled at the post fact finder bargaining stage and ratified in November 1988. Duration of negotiations - 10 months.

Wages: Effective Sept. 1/88 Feb. 7/89* Sept. 1/89

General Increases 3% 3.5% 4.5%

Teacher - \$19,290-\$25,703 \$19,965-\$26,602 \$20,863-\$27,799
Category D (\$18,728-\$24,954)
0-6 years

Teacher - \$24,886-\$40,865 \$25,757-\$42,296 \$26,916-\$41,199

| | | | |
|-------------|---------------------|-------------------|-------------------|
| Teacher - | \$24,886-\$40,865 | \$25,757-\$42,296 | \$26,916-\$41,199 |
| Category A1 | (\$24,161-\$39,675) | | |
| 0-10 years | | | |
| Teacher - | \$30,347-\$51,572 | \$31,409-\$53,377 | \$32,822-\$55,779 |
| Category A4 | (\$29,463-\$50,070) | | |
| 0-12 years | | | |

* Effective February 9, 1989 for Secondary Teachers.

COLA: 1% per 1% increase in the CPI - 1981=100 from the April 1989 index to the April 1990 index, triggered at 5% (3%). Payable as a lump sum on or before June 30, 1990. (Basic formula is unchanged.)

Responsibility and Extra Degree Allowances: Vice-Principal - 0-5 (0-2) years; \$3,930-\$5,555 (\$3,430-\$4,072). Effective September 1, 1989, \$4,180-\$5,880. All other allowances increased in accordance with the general salary increases.

Health and Welfare: Vision - Effective September 1, 1989, maximum claim is \$200 (\$100) per person every 2 years.

Dental - Effective January 1, 1989, employer pays 90% (85%) of the premium costs.

Continuation of Benefits - Employer pays 90% of costs for health and welfare benefits for 17 weeks for employee on maternity leave (new).

EDUCATION AND RELATED SERVICES

York City Board of Education - Local 994, Canadian Union of Public Employees (CLC) (caretaking, maintenance, stockroom and surveillance employees):
A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 229 employees, settled at the post conciliation bargaining stage and ratified in November 1988.
Duration of negotiations - 13 months.

| Wages: | Effective | Jan. 1/88 | June 1/88 | Jan. 1/89 |
|------------------------------------|-----------|----------------------|-----------|--|
| Increases | | 4% | 1% | 5% except 5.2%-7.6% for certain skilled trades* |
| Caretaker-Cleaner Over 6 Months | | \$12.71 (\$12.22) | \$12.84 | \$13.48 |
| Plumber and Steamfitter | | \$19.98 (\$19.21) | \$20.18 | \$21.72 |

Additional Adjustment - Effective September 1, 1988, Head Caretaker salary grid compressed to 6 (9) code levels.

* Conditional wage re-opener if the Toronto CPI 1981=100 increases by more than 6% above the December 1988 index.

Paid Vacation: 6 weeks after 25 (27) years of service.

Health and Welfare: LTD - Employer pays 100% (75%) of premium costs.

Dental - Effective January 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule.

Continuation of Benefits - Effective January 1, 1989, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new).

Travel Allowance: \$2.50 (\$2) per move from one school to another.

Car Allowance: Increased by \$5 for maintenance employees excluding truck driver and labourer assigned to Board tractor.

Safety Shoe Allowance: \$55 (\$50) per year.

December 1988 Settlements

TRANSPORTATION

Canadian Airlines International Ltd., system-wide - Canadian Union of Public Employees, Airline Division (CLC) (flight attendants): A 42-month first agreement* effective from August 1, 1987 to January 31, 1991, covering 840 Ontario employees, settled at the bargaining stage and ratified in December 1988. Duration of negotiations - 11 months.

* An agreement between Canadian Pacific Air Lines Limited and the Air Line Flight Attendants (CLC) expired July 31, 1987.

| Wages: | Effective | <u>Aug. 1/87</u> | <u>June 19/88</u> |
|--------|--|--|-------------------|
| | Increases | New wage grids established | 3.9%-5.2% |
| | Flight Attendant Hired after July 7, 1985, 0-8 years | \$17.68-\$34.66 (\$17.68-\$33.33)** | \$18.62-\$36.01 |
| | Purser, B-767 0-2 years | \$37.69-\$43.22 | \$39.16-\$44.91 |
| | Effective | <u>May 7/89</u> | <u>Mar. 25/90</u> |
| | Increases | 3.9%-5.2% | 3.9%-5.2% |
| | Flight Attendant | \$19.61-\$37.41 | \$20.63-\$38.88 |
| | Purser, B-767 | \$40.69-\$46.66 | \$42.28-\$48.48 |

** Previous rates under the Canadian Pacific Air Lines agreement noted above.

Hours of Work: Minimum 65 hours' pay per month. Effective March 25, 1990, minimum 70 hours' pay.

Paid Holidays: 12 days total in lieu, to be taken in conjunction with paid vacation.

Paid Vacation: 10 calendar days after 1 year of service, 15 after 5 years, 28 after 10 years, and 35 after 15 years.

Health and
Welfare:

Life Insurance - Employer pays 100% of premium costs for first \$25,000 coverage.

Weekly Indemnity - Employer contributes 1.07% of gross monthly wages to union fund.

Vision - Employer pays 100% of premium costs. Maximum claim is \$120 per person every 2 years.

Dental - Employer pays 100% of premium costs for basic coverage; 75% of premium costs for major restorative services, with a maximum annual claim of \$2,000 per person; and 50% of premium costs for orthodontic services, with a maximum lifetime claim of \$1,500 per person. Coverage is based on the current year's ODA fee schedule.

Pension Plan:

New plan to be established, with benefit levels under the previous Canadian Pacific Air Lines pension plan to apply.

Victoria County Board of Education at Lindsay - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 405 employees, settled at the bargaining stage and ratified in December 1988. Duration of negotiations - 6 months.

Wages:

| Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|-----------|-------------------|-------------------|
|-----------|-------------------|-------------------|

| | | |
|-------------------|------|---|
| General Increases | 4.7% | * |
|-------------------|------|---|

| | | |
|---------------------------|---|--|
| Additional Adjustments | Restructuring of Principal & Co-ordinator salary to incorporate responsibility allowance | |
|---------------------------|---|--|

| | | |
|---------------------------------|--|--|
| Teacher-Category D 0-6 years | \$18,204-\$26,770 (\$17,378-\$25,556) | |
|---------------------------------|--|--|

| | | |
|-----------------------------------|--|--|
| Teacher-Category A1 0-11 years | \$24,628-\$42,297 (\$23,512-\$40,378) | |
|-----------------------------------|--|--|

| | | |
|-----------------------------------|--|--|
| Teacher-Category A4 0-12 years | \$29,447-\$53,540 (\$28,112-\$51,112) | |
|-----------------------------------|--|--|

| | | |
|---------------------------|-------------------|----|
| Co-ordinator 0-4 years | \$61,417-\$62,992 | ** |
|---------------------------|-------------------|----|

Principal

| | |
|------------|----------|
| "A" School | \$63,034 |
|------------|----------|

| | |
|------------|----------|
| "B" School | \$60,382 |
|------------|----------|

* Increase to equal the percentage increase in the CPI from June 1988 to June 1989, plus .5%. Principals receive an additional \$500.

** Increase will be based on the recommendation of the consultant.

Previous rates reflect a 5.78% increase effective September 1, 1987.

| | |
|---|---|
| Responsibility Allowance: | Vice-Principal - Increased in accordance with the general salary increases. Principal's Designate - \$832 (\$793); Consultant - \$3,790 (\$3,568). Effective September 1, 1989, increased in accordance with the general salary increases. |
| Health and Welfare: | <u>OHIP, Life Insurance, Major Medical and Dental</u> - Employer pays 100% (90%) of premium costs. <u>Life Insurance</u> - Effective September 1, 1989, benefit is \$100,000 (\$80,000). <u>Dental</u> - Effective September 1, 1989, coverage is based on the 1987 (1986) ODA fee schedule. <u>Continuation of Benefits</u> - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new). |
| Payment in Lieu of Fringe Benefits (part-time) (new): | Employer pays benefit subsidy pro-rated based on percentage of full-time hours worked. |
| Paid Personal Leave: | ½ day's paid leave to attend legal appointments (new). |
| Professional Development Fund: | \$18,200 (\$17,496) for the calendar year 1989 and \$20,200 for the calendar year 1990. |

HEALTH AND WELFARE SERVICES

Parkwood Hospital and McCormick Home for the Aged at London-Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees) : Three 36-month renewal agreements effective from April 1, 1988 to March 31, 1991, covering 541 employees, settled at the post conciliation bargaining stage and ratified in December 1988. Duration of negotiations - 11 months.

| Wages: | Effective | Apr. 1/88 | Apr. 1/89 | Apr. 1/90 |
|----------------------------|-----------------------------------|---------------|-----------------|-----------------|
| General Increases | | 50¢ | 48¢ | 55¢ |
| Skilled Trades Adjustments | | 20¢ | | 25¢ |
| Additional Adjustments | | 8¢ for R.N.A. | 7¢ for R.N.A. | 7¢ for R.N.A. |
| Housekeeping Aide | \$10.64-\$10.74 (\$10.14-\$10.24) | | \$11.12-\$11.22 | \$11.67-\$11.77 |
| R.N.A. | \$12.08-\$12.18 (\$11.50-\$11.60) | | \$12.63-\$12.73 | \$13.25-\$13.35 |
| Electrician | \$15.62-\$15.72 (\$14.92-\$15.02) | | \$16.10-\$16.20 | \$16.90-\$17.00 |

Additional Adjustments - Effective December 13, 1988, certain classification adjustments.

| | |
|------------------------|---|
| Paid Holidays: | Remembrance Day is added for a total of 12 (11) days. |
| Paid Vacation: | Effective April 1, 1989, 4 weeks after 8 (9) years of service, 5 weeks after 15 (17) years and 6 weeks after 25 years (new). Part-time employees receive comparable adjustments to vacation pay and vacation time off (new). |
| Shift Premium: | Effective January 19, 1989, 45¢ (42¢) for shifts starting or ending between 10 p.m. and 2 a.m. for full-time employees and all R.N.A.'s and if the majority of the shift hours are between 3 p.m. and 7 a.m. for part-time employees. |
| Weekend Premium (new): | Effective April 1, 1990, 45¢ per hour worked between midnight Friday and midnight Sunday. |
| Bereavement Leave: | Maximum 3 (1) days' paid leave upon death of brother/sister/son/daughter-in-law. |
| Health and Welfare: | The following changes are effective January 19, 1989, unless stated otherwise. <u>Semi-Private Hospitalization</u> - Employer pays 100% (75%) of premium costs. <u>Life Insurance</u> - Employer pays 100% (90%) of premium costs. <u>Vision</u> - Maximum claim is \$100 (\$60) per person every 2 years. <u>Hearing</u> - Maximum lifetime claim is \$400 (\$300) per person. <u>Dental</u> - Effective January 19, 1990, employer pays 75% (50%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule. |
| Uniform Allowance: | <u>Parkwood Hospital</u> - Effective April 1, 1989, \$60 (\$40) per year. |
| Safety Shoe Allowance: | Effective April 1, 1989, maximum \$60 per year for full-time employees and R.N.A.'s (previously, provided by employer as required), and maximum \$45 per year for part-time employees (new). |

Victoria Hospital Corporation at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees and RNA's): Two 36-month renewal agreements effective from January 19, 1988 to January 18, 1991 for full-time and part-time service employees and one 38-month renewal agreement effective from January 19, 1988 to March 31, 1991 for RNA Unit, covering 1,300 employees, settled at the post conciliation bargaining stage and ratified in November 1988 for service employees and in December 1988 for RNA Unit. Duration of negotiations - 11 months for service employees and 1 year for RNA Unit.

| Wages: | Effective | <u>Jan. 19/88</u> | <u>Jan. 19/89</u> | <u>Jan. 19/90</u> |
|--------|-----------------|-------------------|-------------------|-------------------|
| | Increases | | | |
| | Groups I-X | 50¢ | 48¢ | 55¢ |
| | Groups XI-XII | 55¢ | 53¢ | 55¢ |
| | Groups XIII-XIV | 60¢ | 53¢ | 55¢ |

| RNA | 50¢ | 50¢ | 55¢ |
|--------------------------------------|--------------------------------------|-----------------|-----------------|
| Group I (includes Housekeeping Aide) | \$10.58-\$10.69 (\$10.08-\$10.19) | \$11.06-\$11.17 | \$11.61-\$11.72 |
| Group IV (includes Orderly) | \$11.81-\$11.96 (\$11.31-\$11.46) | \$12.29-\$12.44 | \$12.84-\$12.99 |
| Group XIV (includes Electrician) | \$16.52 (\$15.92) | \$17.05 | \$17.60 |
| RNA | \$12.08-\$12.25 (\$11.58-\$11.75) | \$12.58-\$12.75 | \$13.13-\$13.30 |

Effective

Oct. 1/90

Increase

5¢ for RNA only

RNA

\$13.18-\$13.35

Maximum rates are reached after 2 annual increases.

Weekend Premium (new):

Effective the first full pay period following January 19, 1990, 45¢ for all hours worked between midnight Friday and midnight Sunday, unless other premium pay applies.

Paid Holidays:

Effective in 1989, Easter Monday is added for a total of 12 (11) days.

Paid Vacation (full-time):

Effective April 1, 1989, 5 weeks after 15 (17) years and 6 weeks after 25 years (new).

Vacation Pay (part-time):

6% after 1,650 (4,950) hours worked. Effective April 1, 1989, 10% after 24,750 (28,050) hours and 12% after 41,250 hours (new).

Health and Welfare:

The following changes are effective the first billing period following January 19, 1989.

Life Insurance - Employer pays 100% (90%) of the premium costs for benefit of 2 times annual salary. (Previously, \$3,000 of coverage or 2 times annual salary.)

Semi-Private Hospitalization - Employer pays 100% (75%) of premium costs.

Dental - Employer pays 75% (50%) of premium costs.

Payment in Lieu of Fringe Benefits (part-time):

Effective November 7, 1988, 14% (12%) of straight time rate.

Safety Shoe Allowance:

Effective April 1, 1989, \$60 (\$30) per year for full-time employees and \$30 per year for part-time employees (new).

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
FEBRUARY 1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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Highlights

Hospitals

The award of the arbitration board to settle items in dispute between seventy-one hospitals across the province and 15,211 employees participating in central bargaining was handed down in February 1989. The service, office, clerical and paramedical employees involved are represented by the Canadian Union of Public Employees (CUPE). The award was released shortly after the Service Employees International Union (SEIU) central bargaining arbitration award in January 1989.

The new two-year agreements provide a 6% wage increase retroactive to September 29, 1987, and a further 5% wage increase effective September 29, 1988. In addition, the arbitration award called for adjusting the Registered Technologist (RT) grids to match the RT rates standardized in the collective agreements with the Ontario Public Service Employees Union.

The paid vacation schedule was improved to provide 3 weeks after 2 years of service, 4 weeks after 6 years, and 5 weeks after 16 years. One additional paid holiday was introduced effective April 1, 1989 for a total of 12 paid days.

Transportation Equipment

Five manufacturers of motor vehicle and aircraft parts reached renewal agreements in February 1989. A total of 2,081 employees, all represented by the Canadian Auto Workers, were affected.

In each case the settlements called for a three-year term for the new agreements. At Rockwell International of Canada Limited in Chatham and Milton, the three annual wage increases were 10¢, 20¢, and 20¢ respectively and skilled trades received an extra 25¢ year. In addition, all rates were increased \$1.20 through a fold-in of COLA money generated under the previous agreement. The COLA clause continues, with 3¢ per quarter diverted to the pension plan.

The new agreements at National Auto Radiator Manufacturing Company Limited at Windsor, Spar Aerospace at Toronto, and Excel Metalcraft at Aurora also called for COLA fold-ins in addition to annual wage increases. At Eaton Yale Suspension Division at Chatham, the improshare plan provides a bonus payment based on productivity. A total of \$1 bonus from the plan will be rolled into wages during the current agreement.

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LEATHER

Susan Shoe Industries Limited, Permalite Industries Limited Division, previously Oaklite Division at Stoney Creek - Local 314, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 9, 1989* to February 4, 1991, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

* Previous agreement expired February 4, 1989.

| | | | |
|---------------------|--|----------------------------------|------------------|
| Wages: | Effective | <u>Feb. 6/89</u> | <u>Feb. 4/90</u> |
| | General Increases | 40¢ | 40¢ |
| | Packer | \$7.76-\$8.14 (\$7.36-\$7.74) | \$8.16-\$8.54 |
| | Machine Operator | \$8.96-\$9.41 (\$8.56-\$9.01) | \$9.36-\$9.81 |
| Shift Premium: | 0-36¢-54¢. Effective February 4, 1990, 0-38¢-56¢. (Previously, 0-4%-6% of regular hourly rate.) | | |
| Christmas Bonus: | Effective December 1989, \$46 per employee. Effective December 1990, \$50. (Previously, \$25 plus 3 hours at base rate of \$5.45.) | | |
| Paid Holidays: | Employee's birthday is added for a total of 11 (10) days paid at regular hourly rate. (Previously, paid at base rate.) | | |
| Paid Vacation: | 3 weeks at 6% after 6 years of service (new). | | |
| Bereavement Leave: | Effective February 4, 1990, 3 (1) days' paid leave upon death of mother/father-in-law. | | |
| Health and Welfare: | <u>Life Insurance and Vision</u> - Employer pays 60% (50%) of premium costs. Effective February 4, 1990, 70%. | | |
| | <u>Life Insurance</u> - Effective March 1, 1989, benefit is \$15,000 (\$10,000). | | |
| | <u>Vision</u> - Effective March 4, 1989, maximum claim is \$100 (\$80) every 2 years. | | |
| | <u>Dental</u> - Coverage is based on the 1987 (1985) ODA fee schedule. Effective February 4, 1990, the 1988 ODA fee schedule. Maximum claim is \$1,800 (\$1,700) per family member per year. | | |

CLOTHING

Levi Strauss and Company Inc., previously Great Northern Apparel Inc. at Stoney Creek - Local 2307, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 9, 1989 to March 9, 1992, covering 287 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| | | | | |
|--------|---------------------------|------------------|------------------|------------------|
| Wages: | Effective | <u>Mar. 9/89</u> | <u>Mar. 9/90</u> | <u>Mar. 9/91</u> |
| | General Increases | 35¢ | 33¢ | 35¢ |
| | Skilled Trades Adjustment | 65¢ | | |

| | | | |
|---|----------------------------------|---------------|---------------|
| Group D (includes General Time Worker/Repair) | \$6.80-\$7.10 (\$6.45-\$6.75) | \$7.13-\$7.43 | \$7.48-\$7.78 |
| Group A (includes Forklift Operator) | \$8.40-\$8.80 (\$7.40-\$7.80) | \$8.73-\$9.13 | \$9.08-\$9.48 |

Maximum rates are reached after 9 months in 2 increases.

| | |
|---------------------------|--|
| Overtime Pay: | Double time after 10 hours of overtime between Monday and Friday (previously, double time for work on Saturday after 10 hours of overtime between Monday and Friday). |
| Shift Premium: | 35¢ (30¢) for all hours worked between 12 p.m. and 12 a.m. |
| Paid Vacation: | 4 weeks after 11 (12) years of service. Effective March 9, 1990, 4 weeks after 10 years. |
| Bereavement Leave: | 3 days' paid leave upon death of step-child or adopted child (new). |
| Health and Welfare: | <u>Supplemental Health Care Programme, including Drug and Weekly Sickness and Accident Plan</u> - Employer and employee to share equally any increase in premium costs, with the maximum employee share \$3 (\$6) per month. <u>Drugs</u> - Annual deductible of \$15 (\$25) per single coverage and \$25 (\$50) for family coverage. |
| Pension Plan (new): | <u>Basic Benefit</u> - Effective March 9, 1990, \$5 per month per year of service. |
| Safety Shoe Allowance: | Employer pays 100% (80%) of the cost of one pair every 2 years, to a maximum of \$80. |

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Locals 6519 and 6595, United Steelworkers (AFL-CIO/CLC) (production and clerical employees): Two 24-month renewal agreements effective from February 4, 1989 to February 8, 1991, covering 234 employees, settled with mediation assistance. Duration of negotiations - 2½ months.

| | | | |
|--------|---------------------------|-----------------------------------|------------------|
| Wages: | Effective | <u>Feb. 6/89</u> | <u>Feb. 7/90</u> |
| | Increases | | |
| | Clerical Employees | 89¢ | 68¢ |
| | Production Employees | 36¢ | 35¢ |
| | Job Class Increment | 31¢ (28¢) | 34¢ |
| | Additional Adjustment | 30¢ for Job Class 12 and above | |
| | Labourer (Job Class 2) | \$10.29 (\$9.90) | \$10.67 |

| | | |
|------------------------------------|----------------------|---------|
| Tool Maintenance (Job Class 17) | \$15.24 (\$14.10) | \$16.07 |
|------------------------------------|----------------------|---------|

Shift Premium: Effective February 6, 1989, 0-40¢-50¢ (0-36¢-45¢).

Paid Holidays (clerical employees): Employees receive 1 day's regular wage for working partial hours on the last working day before Christmas: 7 a.m. to noon for 40-hour week employees, and 8:15 a.m. to 12:15 p.m. for 36½-hour week employees (new).

Paid Holidays (production employees): Employees receive all paid holidays from December 25 to January 1 inclusive if laid off in December or recalled within 10 working days after January 1 (new).

Employees receive an additional 3 hours' pay at the regular rate for working 5 hours on the last working day before Christmas (new).

Paid Vacation (clerical employees): Where an employee dies, the employer pays to his beneficiary/estate an amount equivalent to the employee's accumulated vacation credit (new).

Bereavement Leave: 1 day's paid leave upon death of ex-spouse (new).

Health and Welfare: Life Insurance and AD & D - Effective March 1, 1989, benefit is \$19,000 (\$18,000). Effective February 1, 1990, \$20,000.

Life Insurance for Retirees - For retirements effective February 1, 1989, benefit is \$3,500 (\$3,000). Effective January 1, 1990, \$4,000.

Dental - Coverage is based on the 1988 (1984) ODA fee schedule.

Continuation of Benefits - Benefit coverage continues for health and welfare benefits during the first 17 weeks of maternity leave (new).

Pension Plan: Basic Benefit - Effective January 1, 1989, \$16 (\$13.50) per month per year of credited service from January 1, 1969. Effective January 1, 1990, \$17.
Effective January 1, 1989, credited service for employees aged 33 (34) prior to January 1, 1969.

Early Retirement - Employee aged 55 with 2 (10) years of service may elect to retire with an actuarially reduced pension.

Vesting - After 2 (10) years of service.

Meal Allowance (clerical employees) (new): \$4 for employees required to work more than 10 hours without advance notice.

Safety Shoe Allowance (new): Maximum \$55 per year for active employees requiring safety shoes.

Technological Change (clerical employees): No permanent employee is subject to a reduction in salary or a downgrading of classification if directly affected by the introduction of new or modified equipment, unless prior discussion has been held with the Union (new).

Form Rite Ltd. at London - Local 27, Canadian Auto Workers (CLC): A 36-month first agreement effective from February 13, 1989 to February 12, 1992, covering 600 employees, settled during a work stoppage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Feb. 13/89</u> | <u>Feb. 13/90</u> | <u>Feb. 13/91</u> |
|--|--|----------------------|-------------------|-------------------|
| General Increases | | 30¢ | 25¢ | 25¢ |
| Assembler | | \$8.87 (\$8.57) | \$9.12 | \$9.37 |
| Electrician | | \$16.11 (\$15.81) | \$16.36 | \$16.61 |
| COLA: | 1¢ per 0.3 point increase in the CPI - 1981=100, using the December 1988 index as the base. Adjusted quarterly. Effective February 1990, 1¢ per 0.2 point increase in the CPI - 1981=100. Effective February 1991, 1¢ per 0.125 point increase in the CPI - 1981=100. | | | |
| Hours of Work: | 40 hours per week, Monday to Friday. | | | |
| Shift Premium: | 25¢. | | | |
| Overtime Pay: | Time and one-half after 40 hours per week, and for all hours worked on Saturday. Double time for all hours worked on Sunday and on any plant holiday. | | | |
| Change of Schedule Premium: | Time and one-half for the first shift of a schedule that the employer changes with less than 24 hours' notice. | | | |
| Paid Rest Periods: | One 10 minute break in each half of a shift. | | | |
| Reporting Pay: | Minimum 2 hours' pay at the regular rate. | | | |
| Call Back Pay: | Minimum 2 hours' pay at the regular rate. | | | |
| Responsibility Pay: | Employees temporarily assigned to perform work at a higher classification for more than 8 hours receive the wage rate of the higher classification. | | | |
| Paid Holidays: | New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and 1 floating day at Christmas. Effective February 13, 1990, 2 floating days at Christmas. Effective February 13, 1991, 3 floating days at Christmas. | | | |
| Paid Vacation: | 3 weeks after 5 years of service and 4 weeks after 15 years. Effective February 13, 1990, 4 weeks after 14 years. Effective February 13, 1991, 4 weeks after 13 years. | | | |
| Bereavement Leave: | 3 days' paid leave upon death of parent, spouse, child, brother, sister or mother/father-in-law. 1 day upon death of grandparent or grandparent/brother/sister-in-law. | | | |
| Jury Duty/ Subpoenaed Witness Leave: | Employee receives regular daily wages and turns over jury/witness fee to employer. | | | |

| | |
|------------------------|--|
| Injury on the Job: | Employees injured at work and unable to continue at their job receive regular wages for the balance of the shift. |
| Health and Welfare: | <u>Weekly Indemnity</u> - Effective February 13, 1990, benefit is 60% of UIC maximum payable on a 1/1/5/17 basis. <u>LTD</u> - Effective February 13, 1990, benefit is 60% of UIC maximum payable following weekly indemnity for 35 weeks. <u>Drugs</u> - 90%-10% (80%-20%) co-insurance. <u>Dental</u> - Maximum annual claim is \$1,250 (\$1,000) per family member. <u>Continuation of Benefits</u> - Benefit coverage continues for up to 30 days after start of lay-off or leave of absence. Effective February 13, 1990, benefit coverage continues for up to 17 weeks for employee on weekly indemnity leave. |
| Safety Shoe Allowance: | \$50 per year for employees required to wear safety shoes. |
| Union Education Leave: | <u>Employee Contribution</u> - 2¢ per paid hour. |

TRANSPORTATION EQUIPMENT

Spar Aerospace Limited at Toronto - Locals 112 and 673, Canadian Auto Workers (CLC) (hourly rated and salaried employees): Two 36-month renewal agreements effective from February 5, 1989 to February 4, 1992, covering 490 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

| | | | | |
|--------|-----------|-----------|-----------|--|
| Wages: | Effective | Feb. 5/89 | Feb. 5/90 | Feb. 5/91 |
| | Increases | 1.5%-2.2% | 1.5%-2.2% | 40¢ per hour for Local 112; \$16 per week for Local 673 |

COLA Fold-in

| | |
|----------------------------|---------------------|
| Local 112, Hourly Rated | \$1.02 per hour |
| Local 673, Salaried | \$40.50 per week |

Local 112, Hourly Rated

| | | | |
|--|----------------------|---------|---------|
| Group 1 (includes Labourer) | \$15.11 (\$13.87) | \$15.34 | \$15.74 |
| Skilled Trades Group 3 (includes Electrician- Electronics) | \$19.05 (\$17.62) | \$19.47 | \$19.87 |

Local 673, Salaried

Weekly Rates

37.5 hours per week

| | | | |
|---------------|---------------------|-------------------|-------------------|
| Group 1 | \$479.46-\$499.46 | \$486.95-\$506.95 | \$502.95-\$522.95 |
| Office Junior | (\$431.58-\$451.58) | | |

| | | | |
|-----------|---------------------|-------------------|-------------------|
| Group 12 | \$755.15-\$775.15 | \$772.20-\$792.20 | \$788.20-\$808.20 |
| (includes | (\$697.96-\$717.96) | | |

Repair and
Overhaul
Technician)

Maximum rates for salaried employees are reached after 6 months.

COLA:

Hourly Rated - 1¢ per hour per 0.3 point increase in the CPI - 1981=100 (1971=100), using the February 1989 index as the base. Adjusted quarterly.

Salaried - 50¢ per week per 0.5 point change in the CPI - 1981=100 (1961=100), using the February 1989 index as the base. Adjusted quarterly.

Health and
Welfare:

Life Insurance - Maximum benefit is \$35,000 (\$30,000).

AD & D - Maximum benefit is \$17,500 (\$15,000).

Weekly Indemnity - Maximum benefit is the greater of \$376 (\$346) or the UIC benefit.

LTD - Maximum monthly benefit is \$1,350 (\$1,250).

Vision - Maximum claim is \$150 (\$125) every 2 years and \$100 annually for prescription changes for children aged 14 years or under (new).

Dental - Coverage is based on the 1988 (1986) ODA fee schedule. Effective February 5, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Hearing - Maximum lifetime claim is \$950 (\$850).

Pension Plan:

Basic Benefit - \$22 (\$19) per month per year of service for employees retiring on or after October 1, 1988. For retirements effective October 1, 1989 and 1990, \$23 and \$24 respectively.

Effective October 1, 1990, benefits for employees who retired on or after October 1, 1989 and before October 1, 1990 will increase by \$1 per month per year of service.

Supplemental Benefit - \$13 (\$12) per month per year of service. Effective October 1, 1989 and 1990, \$14 and \$14.50 respectively.

Early Retirement (new) - Effective February 5, 1989, employees aged 62 with 10 years of service may retire with unreduced pension.

Survivor Benefit - 60% (55%) of 100% (90%) of accrued pension benefit.

Survivor Transition Income Benefit - \$200-\$500 (\$100-\$400) per month less CPP offsets, payable for 24 months.

Current Retirees - Effective October 1, 1989, benefits for employees who retired prior to October 1, 1989 will increase by \$1 per month per year of service. Effective October 1, 1990, increased by a further \$1.

Eaton Yale Ltd., Suspension Division at Chatham - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1989 to February 3, 1992, covering 560 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

| Wages: | Effective | Feb. 1/89 | Feb. 1/90 | Feb. 1/91 |
|----------------------------|-----------|----------------------|-----------|-----------|
| General Increases | | 60¢ | 30¢ | 30¢ |
| Impro Share Roll-in* | | 50¢ | 50¢ | |
| Skilled Trades Adjustments | | 40¢ | 15¢ | 15¢ |
| Labourer | | \$13.86 (\$12.76) | \$14.66 | \$14.96 |
| Electrician | | \$16.71 (\$15.21) | \$17.66 | \$18.11 |

* The Improshare plan provides a bonus payment based on productivity. During the first contract year, 50¢ per hour will be deducted from the current bonus. During the second contract year, an additional 50¢ will be deducted.

Lump Sum Settlement Payment: \$300.

Shift Premium: 0-30¢-35¢ (0-27¢-29¢).

Paid Vacation: 3 weeks at 120 (100) hours' pay after 5 years of service.

Bereavement Leave: 3 days' paid leave upon death of brother/sister-in-law (new).

Health and Welfare: Life Insurance - Benefit is \$17,000 (\$21,000).

Life Insurance for Retirees - Benefit is \$5,000 (\$2,000).

Dental - Coverage is based on 1987 (1985) ODA fee schedule. Effective February 1, 1990, the 1988 ODA fee schedule. Effective February 1, 1991, the 1989 ODA fee schedule.

Vision - Maximum claim is \$100 (\$60) per person every 2 years.

Pension Plan: Basic Benefit - \$19 (\$17) per month per year of service. Effective February 1, 1990, \$21. Effective February 1, 1991, \$23.

Current Retirees - Monthly benefit is increased by \$2 per year of service.

Bridging Benefit (new) - \$5 per month per year of service with no offset from CPP, for employee retiring at age 62 with 20 years of seniority.

Safety Shoe Allowance: \$60 (\$45) every 12 (18) months.

Excel Metalcraft Ltd. at Aurora - Local 396, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 1, 1989 to February 28, 1992, covering 245 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| Wages: | Effective | Mar. 6/89 | Mar. 5/90 | Mar. 4/91 |
|--------------------------------|---|----------------------|-----------|-----------|
| COLA Fold-in | | 5¢ | * | * |
| General Increases | | 28¢ | 20¢ | 20¢ |
| Skilled Trades Adjustments | \$2 for Tool & Die, \$1.50 for Millwright and Industrial Electrician and 50¢ for Maintenance | | | |
| Job Class I Assembler-Operator | | \$10.62 (\$10.29) | \$10.82 | \$11.02 |
| Job Class II Tool & Die | | \$16.47 (\$14.14) | \$16.67 | \$16.87 |

Previous rates reflect \$1.20 COLA folded into wages during the previous agreement.

COLA: 32¢ COLA generated under the previous agreement continues to float.

1¢ per 0.19 point change in the CPI - 1981=100, using the March 1989 index as the base. Adjusted quarterly. Capped at 25¢, 30¢ and 35¢ in each contract year respectively. Diversions of 5¢ in 1990 and 1991 to fund additional paid holidays. (Basic formula is unchanged.)

* Effective March 5, 1990, one-half the present COLA float will be folded into wages. Effective March 4, 1991, remaining COLA float to be folded into wages.

Paid Holidays: Effective March 5, 1990, 1 additional day is added for a total of 14 (13) days. Effective March 4, 1991, 1 day is added for a total of 15 days. Reverts to 13 days after 1991.

Health and Welfare: Dental - Effective March 5, 1990, coverage is based on the 1988 (1987) ODA fee schedule.

National Auto Radiator Manufacturing Company Limited at Windsor - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1989 to March 31, 1992, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> | <u>Apr. 1/91</u> |
|--------------------------------------|--|------------------|------------------|------------------|
| | COLA Fold-in | \$1.31 | | |
| | General Increases | 39¢ | 34¢ | 31¢ |
| | Skilled Trades Adjustments | 6¢ | 11¢ | 13¢ |
| | Group III (includes Labourer-General Help) (\$14.26) | \$15.96 | \$16.30 | \$16.61 |
| | Group I (includes Auto Mechanic) (\$15.97) | \$17.73 | \$18.18 | \$18.62 |
| COLA: | \$1.36 COLA was generated during the previous agreement. \$1.31 is folded in on April 1, 1989, leaving 5¢ to float. | | | |
| | 1¢ per 0.3 point increase in the CPI - 1971=100, using the December 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.) | | | |
| Temporary Part-time Employees (new): | Employees working 24 hours or less per week, acting for employees on vacation, holiday and various medical and other leaves of absence receive 80% of basic wage rate, plus COLA and appropriate shift premiums. | | | |
| Shift Premium: | 0-35¢-40¢ (0-30¢-40¢). | | | |
| Paid Vacation: | 5 weeks at 12% after 20 years of service and at 13% after 23 years. (Previously, 5 weeks at 12% after 25 years of service.) Effective April 1, 1990, 5 weeks at 11% (10%) after 15 years. | | | |
| Bereavement Leave: | 3 (1) days' paid leave upon death of grandparent or when unable to attend funeral of immediate family member. | | | |
| Health and Welfare: | <u>Life Insurance</u> - Benefit is \$24,000 (\$21,000). Effective April 1, 1990 and 1991, \$26,000 and \$28,000 respectively. <u>Life Insurance for Retirees</u> - Benefit is \$5,000 (\$4,000). Effective April 1, 1991, \$6,000. <u>AD & D</u> - Benefit is \$13,000 (\$10,500). Effective April 1, 1990 and 1991, \$14,000 and \$15,000 respectively. <u>Weekly Indemnity</u> - Benefit is 66-2/3% of regular earnings to the UIC maximum (\$300). <u>LTD</u> - Benefit is \$933 (\$733) per month. <u>Major Medical</u> - Coverage is extended to include additional needles and some prosthetic devices for diabetics. Attendance by Medics is also covered (new). <u>Vision</u> - Maximum claim is \$120 (\$100) every 2 years. <u>Hearing</u> - Maximum claim is \$300 every 3 years. (Previously, \$450 lifetime maximum claim.) <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Maximum claim for orthodontic services is \$1,250 (\$1,000). Effective April 1, 1991, \$1,500. | | | |

Continuation of Benefits for Retirees - Dental and vision coverage continues to equal that of active employees, except no orthodontic coverage and a maximum claim of \$100 per year for vision care.

Pension Plan:

Basic Benefit - \$20 (\$19) per month per year of service.
Effective April 1, 1990 and 1991, \$23 and \$25 respectively.

Early Retirement - Employee with 30 years of service may retire at age 55 (60).

Bridging Benefit - \$16 (\$15) per month per year of service to a maximum of 30 years (unchanged).

Special Bridging Benefit - Effective April 1, 1990, \$3 per month per year of service to a maximum of 30 years for retiree aged 55 to 60. Effective April 1, 1991, \$5.

Current Retirees - Benefits increased by \$1 per month per year of service. Effective April 1, 1990, by an additional \$1 per month.

Safety Shoe
Allowance:

\$75 (\$50) per year.

Rockwell International of Canada Limited at Chatham and Milton - Locals 127 and 1067.

Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 15, 1989 to March 15, 1992, covering 336 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:

| Effective | <u>Mar. 15/89</u> | <u>Mar. 15/90</u> | <u>Mar. 15/91</u> |
|-------------------------------|----------------------|-------------------|-------------------|
| COLA Fold-in | \$1.20 | | |
| General Increases | 10¢ | 20¢ | 20¢ |
| Skilled Trades Adjustments | 25¢ | 25¢ | 25¢ |
| <u>Milton Plant</u> | | | |
| General Labour | \$14.37 (\$13.07) | \$14.57 | \$14.77 |
| Tool & Die Maker | \$16.42 (\$14.87) | \$16.87 | \$17.32 |

COLA:

\$1.24 COLA was generated under the previous agreement. \$1.20 is folded in on March 15, 1989, leaving 4¢ to float.

1¢ per 0.3 point change in the CPI - 1971=100, using the March 1989 index as the base. Adjusted quarterly. 3¢ per quarter is diverted to the pension plan. (Basic formula is unchanged.)

Shift Premium:

0-35¢-40¢ (0-30¢-35¢).

Education Leave
Fund:

Employer contributes \$6 (\$4) per employee per quarter.

Health and
Welfare:

Life Insurance and AD & D - Benefit is \$30,000 (\$28,000).
Effective March 15, 1990 and 1991, \$31,000 and \$32,000
respectively.

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500) for
employee retiring after March 1, 1989.

Weekly Indemnity - Benefit is \$320 (\$310). Effective March 15,
1990 and 1991, \$330 and \$345 respectively.

Major Medical - Maximum claim is \$150 once per year for prescribed
orthopaedic shoes (new). \$20 (\$10) per visit beyond OHIP maximum
for chiropractic treatment and \$100 (\$50) annual maximum for x-
rays.

Pension Plan:

Basic Benefit - \$19.25 (\$17.25) per month per year of service.
Effective March 15, 1990 and 1991, \$20.25 and \$21.75 respectively.

Supplemental Benefit - \$18 (\$17) per month per year of service to
a maximum of 30 years (unchanged).

Early Retirement "30-and-out" Special Allowance - Maximum monthly
benefit is \$1,605 (\$1,205). Effective March 15, 1991, \$1,675.

Special Pension
Payments:

Current Retirees and Surviving Spouses - Lump sum payments of \$250
(\$200) for retiree and \$150 (\$120) for surviving spouse.
Effective March 15, 1991, \$300 and \$180 respectively.

Safety Shoe
Allowance:

\$65 (\$55) per year.

Relocation
Mileage
Allowance:

22¢ (15¢) per km.

MISCELLANEOUS MANUFACTURING

Complax Corporation at Cobourg - Locals 534 and 598, Communications-Electrical Workers
(CLC) (production and office employees): A 26-month renewal
agreement effective from January 20, 1989 to March 19, 1991,
covering 260 employees, settled with mediation assistance during a
work stoppage. Duration of negotiations - 4 months.

| Wages: | Effective | Jan. 20/89 | Jan. 20/90 |
|-------------------------------|-----------|----------------------|------------|
| COLA Fold-in | | 42¢ | |
| General Increases | | 3% | 3% |
| Skilled Trades Adjustments | | 40¢ | 40¢ |
| Machine Attendant | | \$12.97 (\$12.18) | \$13.36 |
| Tool and Mold Maker | | \$16.74 (\$15.43) | \$17.65 |

Previous rates reflect COLA folded into wages during the previous
agreement.

| | |
|---------------------|--|
| COLA: | 1¢ per 0.32 point increase in the CPI - 1971=100. Adjusted quarterly and folded in annually. (Basic formula is unchanged.) |
| Hours of Work: | 37½ (40) per week for the months of May to September for salaried employees. |
| Health and Welfare: | <u>Dental</u> - Coverage is based on the 1987 (1985) ODA fee schedule. |
| Pension Plan: | <u>Basic Benefit</u> - \$12-\$20.80 (\$12-\$19.20) per month per year of service, depending on wage level. |

TRANSPORTATION

Hudson Aviation Services (Toronto) Inc. at Mississauga - Local 2413, Machinists (AFL-CIO/CLC) (full-time and part-time employees): A 25-month renewal agreement effective from January 1, 1989 to January 31, 1991, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

| | | | |
|--------|---------------------------------|------------------------------------|-------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 31/90</u> |
| | General Increases | 5½% | 5½% |
| | Cargo Agent | \$6.41-\$11.96 (\$6.08-\$11.34) | \$6.77-\$12.62 |
| | Licensed Aircraft Mechanic I | \$15.03 (\$14.25) | \$15.86 |

Maximum rate for Cargo Agent is reached after 42 months.

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, Distribution Centre at Toronto - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC)(full-time employees): A 24-month renewal agreement effective from October 16, 1988 to October 13, 1990, covering 450 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| | | | | |
|--------|--|------------------------------------|-------------------|-------------------|
| Wages: | Effective | <u>Oct. 16/88</u> | <u>Feb. 26/89</u> | <u>Oct. 15/89</u> |
| | General Increases | \$1 | 10¢ | 90¢ |
| | Light Duty Warehouse 0-24 months | \$8.02-\$12.87 (\$7.02-\$11.87) | \$8.12-\$12.97 | \$9.02-\$13.87 |
| | Senior Stationary Engineer | \$17.01 (\$16.01) | \$17.11 | \$18.01 |

Economic Adjustments: Eight quarterly payments of \$125 each (unchanged).

Shift Premium: Effective February 26, 1989, 65¢ per hour worked between 4 p.m. (7 p.m.) and 7 a.m., for a shift starting 4 p.m. or later.

Sunday Premium: Effective February 26, 1989, 50¢ (30¢) per hour.

Overtime Pay: Double time (time and one-half) for working on the half-day holiday before Christmas and New Year's Day.

Paid Vacation: Effective January 1, 1990, 6 weeks after 23 (24) years of service.

Health and Welfare: LTD - Benefit is 70% of basic monthly earnings to a maximum \$2,000 (\$1,900) per month.

Pension Plan: Basic Benefit - Effective April 1, 1989, \$17 (\$16) per month per year of past service and \$26 (\$23) per month per year of future service. Effective April 1, 1990, \$27 per month per year of future service.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 1,500 employees, settled at the post mediation bargaining stage. Duration of negotiations - 13 months.

Wages: Effective Sept. 1/88

Increase 4.863% for Teachers;
4.928%-8.177% for Principal

| | |
|--------------------------------|--|
| Teacher-Level D 0-6 years | \$20,316-\$27,127 (\$19,374-\$25,869) |
| Teacher-Level A1 0-10 years | \$27,525-\$43,978 (\$26,249-\$41,939) |
| Teacher-Level A4 0-10 years | \$31,359-\$53,350 (\$29,905-\$50,876) |
| Principal 0-3 years | \$59,772-\$64,491 (\$55,254-\$61,462) |

Responsibility Allowances: Increased by 4.863%.

Health and Welfare: Dental - Effective January 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Maximum claim is \$1,100 (\$1,000) per family member per year for major restorative services. Basic plan to include caps and crowns, with an annual maximum claim of \$1,100 per person (new).

Continuation of Benefits - Employer to pay its portion of premium costs for health and welfare benefits during the first 17 weeks of maternity leave. (new)

Lanark County Board of Education at Perth - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 210 employees, settled with mediation assistance. Duration of negotiations - 11½ months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|--------|------------------------------------|--|-------------------|
| | General Increases | 4.8% | 5.1% |
| | Teacher-Category A-1 0-11 years | \$24,863-\$42,177 (\$23,724-\$40,245) | \$26,131-\$44,328 |
| | Teacher-Category A-4 0-12 years | \$29,556-\$52,964 (\$28,202-\$50,539) | \$31,063-\$55,665 |
| | Vice-Principal 0-3 years | \$57,979-\$62,593 (\$55,323-\$59,726) | \$60,936-\$65,785 |
| | Principal 0-3 years | \$65,843-\$70,456 (\$62,827-\$67,229) | \$69,201-\$74,049 |

Responsibility Allowances: Effective September 1, 1989, increased in accordance with the general salary increases.

Paid Maternity Leave: Effective September 1, 1989, wages equivalent to the UIC benefit for the 2-week waiting period, up to a maximum of \$363 per week (new).

Health and Welfare: Continuation of Benefits - Effective September 1, 1989, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new).

Lincoln County Board of Education at St. Catharines - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 702 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

| Wages: | Effective | <u>Sept. 1/88</u> |
|----------------------------|--|--|
| | General Increase | 4.9% |
| | Teacher-Category 1 0-10 years | \$25,172-\$42,174 (\$23,996-\$40,204) |
| | Teacher-Category 4 0-11 years | \$30,280-\$53,220 (\$28,866-\$50,734) |
| Responsibility Allowances: | Principal - Category 4 maximum plus \$12,740 (\$12,047) and 4 annual increments of \$1,220 (\$1,154). | |
| | Vice Principal - Category 4 maximum plus \$7,242 (\$6,848) and 3 annual increments of \$752 (\$711). | |
| | Consultant and Special Services Supervisor - Allowance increased to the equivalent of Vice Principal (Previously, \$6,657 and 3 annual increments of \$711). | |
| | Subject Area Responsibility - \$1,674 (\$1,455). | |
| | All other responsibility allowances are increased in accordance with the general salary increase. | |

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 575 employees, settled with mediation assistance. Duration of negotiations - 16 months.

| | | | |
|--------|-------------------------------|--|-------------------|
| Wages: | Effective | <u>Sept. 1/87</u> | <u>Jan. 1/88</u> |
| | General Increases | 4% | .5% |
| | Teacher-Level 1 0-6 years | \$18,067-\$24,751 (\$17,372-\$23,799) | \$18,157-\$24,875 |
| | Teacher-Level 4 0-11 years | \$23,568-\$40,639 (\$22,662-\$39,076) | \$23,686-\$40,842 |
| | Teacher-Level 7 0-11 years | \$28,580-\$50,558 (\$27,481-\$48,613) | \$28,723-\$50,810 |
| | Effective | <u>Sept. 1/88</u> | <u>Jan. 1/89</u> |
| | General Increases | 4% | 1% |
| | Teacher-Level 1 | \$18,884-\$25,870 | \$19,072-\$26,128 |
| | Teacher-Level 4 | \$24,634-\$42,476 | \$24,880-\$42,901 |
| | Teacher-Level 7 | \$29,872-\$52,843 | \$30,171-\$53,371 |
| | Effective | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 4% | 1% |
| | Teacher-Level 1 | \$19,835-\$27,174 | \$20,034-\$27,445 |
| | Teacher-Level 4 | \$25,875-\$44,617 | \$26,134-\$45,063 |
| | Teacher-Level 7 | \$31,378-\$55,506 | \$31,691-\$56,061 |

Responsibility Allowances: Increased in accordance with the general salary increases, consistent with the appropriate payment structure. Some allowances are upgraded on specific dates during the life of the contract.

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.

Health and Welfare: Dental - Employer pays 60% (50%) of premium costs. Effective September 1, 1989, coverage is based on the 1988 (1985) ODA fee schedule.

Paid Preparation Time (new): Approximately 100 minutes per week for Elementary Teachers. Effective September 1, 1989, 150 minutes.

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 330 employees, settled with mediation assistance. Duration of negotiations - 10 months.

| | | | |
|---|---|--|-------------------|
| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
| | Increases | 4.8%-7.1% | 4.5%-6.4%* |
| | Teacher-Category D 0-5 years | \$18,750-\$25,650 (\$17,500-\$24,100) | \$19,940-\$27,155 |
| | Teacher-Category A1 0-11 years | \$25,215-\$42,710 (\$24,015-\$40,755) | \$26,340-\$44,630 |
| | Teacher-Category A4 0-11 years | \$29,020-\$52,805 (\$27,675-\$50,385) | \$30,320-\$55,180 |
| * If the increase in the CPI from the June 1988 to the June 1989 index exceeds 5.5%, the September 1, 1989 salaries will be further increased by the excess percentage over 5.5%. | | | |
| Responsibility Allowance: | Increased by 4.5%. Special Education allowance deleted. Effective September 1, 1989, Principal and Vice-Principal allowances increased by 4.5%. | | |
| Paid Adoption Leave (new): | Wages equivalent to the UIC benefit for the 2-week waiting period. | | |
| Health and Welfare: | <u>Vision (new)</u> - Effective March 1, 1989, employer pays 85% of premium costs. Maximum claim is \$125 per person every 2 years for a change in lens prescription. <u>Dental</u> - Effective March 1, 1989, coverage is based on the 1986 (1984) ODA fee schedule and plan extended to include root canals (new). Effective January 1, 1990, the 1987 ODA fee schedule. | | |

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC)
(caretakers and maintenance employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 714 employees, settled with mediation assistance. Duration of negotiations - 14 months.

| | | | | | |
|-----------------------------------|--|----------------------|------------------|------------------|-------------------|
| Wages: | Effective | <u>Jan. 1/88</u> | <u>June 1/88</u> | <u>Jan. 1/89</u> | <u>Feb. 27/89</u> |
| | General Increases | 4% | 1% | 5%* | |
| | Additional Adjustments | | | | |
| | Certain Plant Operations Employees | 20¢ | | | 5¢ |
| | Certain Maintenance and Construction Employees | 10¢ | | | 15¢ |
| <u>Plant Operations Employees</u> | | | | | |
| | Caretaker/Matron | \$11.28 (\$10.85) | \$11.39 | \$11.96 | \$11.96 |
| | Caretaker-Head Cleaner | \$13.58 (\$12.86) | \$13.72 | \$14.41 | \$14.46 |

* Conditional wage reopener if the Toronto CPI - 1981=100 increases by more than 6% above the December 1988 index.

Paid Vacation: 6 weeks after 26 (29) years of service. Effective in 1989, 6 weeks after 25 years.

Bereavement Leave: Maximum 3 (1) days' paid leave upon death of grandparent or grandchild (new).

Health and Welfare: Life Insurance - Benefit is \$120,000 (\$100,000).
LTD - Effective April 1, 1989, employer pays 100% of premium costs at which time the employee's UIC rebate will discontinue.
LTD Indexing (new) - Effective January 1, 1990, payment for employees in receipt of LTD benefit for more than two years will be adjusted as follows:
 The CPI - 1981=100 minus 1% from the December to December index in each year, capped at 4%. Annual adjustments will be made in January of each year.
Dental - Effective April 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule. Major restorative coverage is extended to include cans, crowns and dentures with 80%-20% co-insurance (new). Maximum annual claim is \$10,000 per family member. (Previously, \$5,000 per family member for basic coverage.)
Continuation of Benefits (new) - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave.

Payment in Lieu of Benefits (new): Effective January 1, 1989, 30¢ per hour worked for occasional general helpers in the maintenance and construction departments.

Transportation Allowance: \$1.75 (\$1.55) per move within the city limits.

McMaster University at Hamilton - Local 532, Service Employees International (AFL-CIO/CLC) (machinists, operations and maintenance employees): Two 24-month renewal agreements effective from October 1, 1988 to September 30, 1990, covering 222 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

| Wages: | Effective | <u>Oct. 1/88</u> | <u>Oct. 1/89</u> |
|----------------------------|-----------|----------------------|------------------|
| General Increases | | 4.6% | 4.8% |
| Custodian 1 | | \$10.70 (\$10.23) | \$11.21 |
| Electrician Sub-station | | \$15.75 (\$15.06) | \$16.51 |

Shift Premium: 0-40¢-40¢ (0-35¢-35¢). Effective October 1, 1989, 0-42¢-42¢.

Overtime Pay: Double time (time and one-half) on Sundays.

Welder Premium: \$1.35 (\$1.25) for all hours worked as a welder. Effective October 1, 1989, \$1.45.

- Pension Plan:**
- Basic Benefit - For contributory service from January 1, 1986, benefit is 1.4% of the best 3 years' average earnings multiplied by years of service, up to the final 3 years average of Year's Maximum Pensionable Earnings (YMPE) and 2% of average earnings in excess of the YMPE. Effective July 1, 1989, benefits accrued prior to 1986 are increased by 20%.
 - Early Retirement (new) - Employee may elect early retirement when age plus years of service equals 85.
 - Current Retirees - Effective July 1, 1989, benefits are increased by 10%.
 - Pension Indexing (new) - Effective July 1, 1989, payment is equal to the total basic benefit times the percentage increase in the CPI in the preceding year, to a maximum 7%.
- Safety Shoe Allowance:** \$60 (\$50) per year. Effective October 1, 1989, \$65.
- Tool Allowance:** \$35 (\$30) per year for designated employee; new for machinists. Effective October 1, 1989, \$40.

Queen's University at Kingston - Locals 229, 254 and 1302, Canadian Union of Public Employees (CLC) (physical, technical and laboratory services):
 Three 24-month renewal agreements effective from July 1, 1988 to June 30, 1990, covering 601 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

| Wages: | Effective | July 1/88 | July 1/89 |
|-------------------------|-----------|---|--|
| Increases | | 4.3% | 4.3% for Locals 229 and 254, \$1,325 for Local 1302* |
| Additional Adjustments: | | | |
| Local 229 | | .85% | .85% |
| Local 254 | | Restructuring of wage schedule** | |
| Local 1302 | | Minor restructuring of wage schedule*** | |
| <u>Local 229</u> | | | |
| Caretaking Attendant | | \$9.86 (\$9.37) | \$10.37 |
| Tradesman | | \$16.20 (\$15.40) | \$17.04 |

* Local 1302 - Suspension of progression through the grid in second year of collective agreement

** Effective July 1, 1988, the term "Minimum" replaces the term "Job Rate" and defines the low end of the salary range. Maximum rates for all positions which are evaluated at 230 points and higher are increased to 115% of the respective minimum rates.

*** One step added to top of Library Technician 2 and Library Technician 3 classifications.

Lump Sum Payments: Local 229 - \$100 per employee. Effective July 1, 1989, \$150 per employee.

Local 254 - Effective July 1, 1989, up to \$275 for eligible employees in certain specified positions.

Paid Vacation: 16 days after 3 (6) years of service, 17 days after 4 (7) years, 18 days after 5 (8) years, 19 days after 6 (9) years, 20 days after 7 (10) years, 21 days after 10 (13) years, 22 days after 12 (15) years, 23 days after 14 (17) years, 24 days after 16 (19) years, and 25 days after 18 (20) years. 26 days after 19 years, 27 days after 20 years, 28 days after 22 years, 29 days after 24 years, and 30 days after 25 years (new).

Court Attendance Leave: Employee receives regular daily wages and retains any payment for court attendance as subpoenaed witness (new), juror or crown witness (unchanged).

Health and Welfare: OHIP - Employer pays 77.7% (66 2/3%) of premium costs. Effective July 1, 1989, employer pays 88.8% of premium costs.

Dental - Coverage is based on the 1988 (1987) ODA fee schedule. Effective July 1, 1989, employer pays 75% (50%) of premium costs.

Safety Shoe Allowance: \$85 (\$75) for one pair per year for employees required to wear safety shoes.

University of Toronto, Libraries - Local 1230, Canadian Union of Public Employees (CLC) (full-time non-professional employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 271 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

| Wages: | Effective | <u>July 1/88</u> | <u>July 1/89</u> |
|----------------------------------|-----------|---|---|
| Increases | | 4½% + \$250 for Rare Book Binder; \$1,600 for all other employees | 4½% for Rare Book Binder; \$1,550 for all other employees |
| Library Technician III 0-2 years | | \$20,232-\$21,960 (\$18,632-\$20,360) | \$21,782-\$23,510 |
| Rare Book Binder 0-2 years | | \$36,008-\$39,578 (\$34,218-\$37,634) | \$37,628-\$41,359 |

Paid Vacation: 21 days after 12 (13) years of service, 22 days after 14 (16) years, 23 days after 16 (19) years, 24 days after 18 (22) years and 25 days after 20 (25) years.

HEALTH AND WELFARE SERVICES

Hamilton Civic Hospital and 70 other hospitals, province-wide - Ontario Council of Hospital Unions, Various Locals, Canadian Union of Public Employees (CLC) (full-time and part-time service, office, clerical and paramedical employees): Ninety-six 24-month renewal agreements effective from September 29, 1987 to September 28, 1989, covering 15,211 employees, settled by arbitration. Duration of negotiations - 16½ months.

| | | | |
|--------|-----------------------|---|--------------------|
| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
| | General Increases | 6% | 5% |
| | Additional Adjustment | Registered Technologist (RT) rates standardized to match the OPSEU RT rates | |

Hamilton Civic Hospital

| | | |
|--|--------------------------------------|-----------------|
| Aide 1 (Housekeeping, Laundry, Dietary, CSR) | \$10.64-\$10.87 (\$10.04-\$10.25) | \$11.17-\$11.95 |
| R.N.A. | \$11.91-\$12.14 (\$11.24-\$11.45) | \$12.51-\$12.74 |
| Lab Tehnologist 3 | \$18.34-\$20.30 (\$17.30-\$19.15) | \$19.26-\$21.31 |

Maximum rates are reached after 2 annual increases.

| | |
|------------------------|--|
| Paid Holidays: | Effective April 1, 1989, 12 (11) days. |
| Paid Vacation: | 3 weeks after 2 (3) years of service, 4 weeks after 6 (8) years and 5 weeks after 16 (17) years. |
| Safety Shoe Allowance: | Effective January 1, 1989, \$35 (\$25) per year. |

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd., CANDU Operations at Mississauga, Ontario and Montreal, Quebec - Engineers Assn. (Ind.): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 395 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

| | | |
|--------|---|--|
| Wages: | Effective | <u>Jan. 1/89</u> |
| | General Increase | 4.6%* |
| | <u>Annual Rates</u> | |
| | PG 1 (Junior Engineer, Recent Graduate) | \$28,420-\$34,400 (\$27,170-\$32,890) |
| | PG 6 (Specialist/ Internal Consultant) | \$61,870-\$72,520 (\$59,150-\$69,320) |

* All salary grades are increased 4.6%. Each employee receives a minimum 2.9% salary increase. In addition, merit increases total 1.7%.

Control points on salary grids are reached in progression increases, which may be supplemented by merit increases. Where applicable, maximum rates beyond the control points are reached on merit.

Shift Premium: \$1.20 (\$1.04).

Change of Schedule Premium: Time and one-half on the first 2 shifts of a schedule changed with less than 2 weeks' notice.

Paid Vacation: Additional Days (new) - 29 days after 34 years of service, and 30 days after 36 years.

Paid Maternity Leave (new): Effective April 1, 1989, wages equivalent to the UIC benefit for the 2-week waiting period, and 15 weeks at the difference between 93% of wages and the UIC benefit.

Health and Welfare: Dental - 50%-50% co-insurance for specified restorative services (new). Effective April 1, 1989, coverage is based on the 1989 (1988) ODA fee schedule.

Transportation Allowance: Employer provides transportation home by taxi for employees who complete work after 10 p.m. where personal or public transportation is unavailable.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Air Traffic Controllers (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 538 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| | | | |
|--------|-----------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|-----------|------------------|------------------|

Increases

| | | |
|---------------------|------|------|
| Operating Employees | 4.4% | 4.4% |
|---------------------|------|------|

| | | |
|-------------------------|------|------|
| Non-Operating Employees | 5.2% | 4.4% |
|-------------------------|------|------|

Annual Rates

Operating Employees

| | | |
|-----------|---------------------|-------------------|
| AI-1 | \$27,585-\$44,589 | \$28,798-\$46,551 |
| 11 levels | (\$26,422-\$42,710) | |

| | | |
|-----------|---------------------|-------------------|
| AI-4 | \$43,454-\$60,460 | \$45,366-\$63,120 |
| 11 levels | (\$41,623-\$57,912) | |

Non-Operating Employees

| | | |
|-----------|---------------------|-------------------|
| AI-7 | \$55,579-\$72,581 | \$58,024-\$75,775 |
| 11 levels | (\$52,788-\$68,946) | |

Shift Premium: \$5.50 (\$4) for each shift worked between 4 p.m. and 8:00 a.m.

Operational Facility Premium: Operational schedules have been restructured to more accurately reflect the volume and responsibilities of each location. Premiums range from \$400-\$6,200 (\$323-\$2,661) depending on the location. Effective January 1, 1990, \$417-\$6,472.

Training Bonus: \$2.50 (\$2) per hour for controller training new employee. Effective January 1, 1990, \$2.75.

LOCAL ADMINISTRATION

London City Corporation - Local 101, Canadian Union of Public Employees (CLC) (inside employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Jan. 1/91 |
|--------|--|--|-------------------|-------------------|
| | General Increases | 4.5% | 4.3% | 4.3% |
| | <u>Annual Rates</u> 35 hours per week | | | |
| | Job Class 2 (includes Typist Clerk) | \$15,224-\$20,698 (\$14,568-\$19,807) | \$15,879-\$21,588 | \$16,562-\$22,516 |
| | Job Class 14 (includes Senior Planner) | \$29,146-\$42,347 (\$27,891-\$40,522) | \$30,399-\$44,168 | \$31,706-\$46,067 |

Maximum rate for Junior Clerk is reached after five 6-month increases and after 6 annual increases for Planner.

Shift Premium: Effective February 27, 1989, 50¢ (40¢). Effective January 1, 1990 and 1991, 55¢ and 60¢ respectively.

Weekend Premium: Effective February 27, 1989, 50¢ (45¢) per hour in addition to applicable shift premium. Effective January 1, 1990 and 1991, 55¢ and 60¢ respectively.

Paid Vacation: Effective July 1, 1989, 6 (5) weeks after 26 years of service. Effective July 1, 1991, 6 weeks after 25 years.

Health and Welfare: Life Insurance - Effective January 1, 1990, maximum benefit is \$60,000 (\$50,000).

Major Medical - Effective April 1, 1989, deluxe out-of-country coverage is provided. (Previously basic.)

Continuation of Benefits for Retirees (new) - Employer pays 25% of premium costs for all health and welfare benefits. Effective July 1, 1990, 50%.

Mileage Allowance: Effective April 1, 1989, 25¢ per km. (Previously, 24¢ for the first 400 km. and 19¢ thereafter.) Effective January 1, 1990, 26¢.

Education Allowance: Employer pays 100% of tuition fees only. (Previously, 80% of tuition fees and required texts.)

Addenda

September 1988 Settlement

TRANSPORTATION

Wardair Canada Inc. at Mississauga - Local 2213, Canadian Auto Workers (CLC)*: A 36-month renewal agreement effective from September 1, 1988 to August 31, 1991, covering 231 Ontario employees, settled at the bargaining stage and ratified in September 1988. Duration of negotiations - 1 month.

* Previously, Canadian Association of Passenger Agents (Ind.).

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|--------|-------------------|------------------------------------|-------------------|-------------------|
| | General Increases | 3% | 4% | 5% |
| | Passenger Agent | \$7.42-\$12.63 (\$7.20-\$11.79) | \$7.71-\$13.14 | \$8.14-\$13.86 |
| | Station Agent | \$7.86-\$13.00 (\$7.63-\$12.49) | \$8.17-\$13.52 | \$8.62-\$14.26 |

Maximum rates are reached after 5 years in 10 steps. (Previously, after 4½ years in 9 steps.)

Change of Schedule Premium: Time and one-half for all hours of a shift added to a schedule when less than 7 days notice is given (new).

Full-time - Time and one-half for all hours worked outside the originally scheduled shift when less than 48 (24) hours notice is given.

Part-time - Time and one-half for all hours worked that total more than 1 hour and exceed the originally scheduled finish time when less than 48 hours notice is given (new).

Dry Cleaning Allowance: \$1 (unchanged) per tour of duty to a maximum of \$15 (\$24) per month towards the cost of cleaning uniforms. Effective September 1, 1989, maximum of \$18 per month.

Uniform Allowance: Maximum \$50 (\$80) per 12-month period for footwear.

Travel Allowance: \$1.50 (\$1.35) per hour to a maximum of \$36 (\$32.40) per 24-hour period for employee required to travel away from home base on a temporary assignment.

October 1988 Settlement

TRANSPORTATION

Canada Transport Group, Can-Truck Transportation Limited at Whitby - Local 456, Railway, Transport and General Workers (CLC): A 36-month renewal agreement effective from September 1, 1988 to August 30, 1991, covering 298 employees, settled at the bargaining stage and ratified in October 1988. Duration of negotiations - 1 month.

| | | | | |
|----------------------------|--|--------------------------------|-------------------|-------------------|
| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | Increases | Restructuring of wage schedule | 45¢-58¢ | 45¢-92¢ |
| | Utility | \$7.00 (\$6.47) | \$7.50 | \$8.00 |
| | Driver-Hourly | \$13.00 (\$11.14) | \$13.45 | \$13.90 |
| | Maintenance-Skilled | \$14.50 (\$12.81) | \$15.08 | \$16.00 |
| | Driver-Mileage | 29.7¢ (29.8¢) | 30.6¢ | 31.3¢ |
| Hooks and Drops Allowance: | \$40 (\$15) per week. Effective September 1, 1989, \$45. Effective September 1, 1990, \$50. | | | |
| Paid Rest Periods: | Maintenance employee receives two 10 minute paid breaks per day (new). | | | |
| Health and Welfare: | <u>Weekly Indemnity</u> - Maximum benefit is \$298 (\$276). <u>Drugs (new)</u> - Effective May 1, 1989, employer pays 100% of premium costs. Deductible is \$2 per prescription. <u>Dental (new)</u> - Effective May 1, 1989, employer pays 100% of premium costs for plan including orthodontic coverage. Coverage is based on the current year's ODA fee schedule. | | | |
| Pension Plan: | <u>Employer Contribution</u> - 1% of gross wages to Union Pension Trust Fund. (Previously, company plan.) | | | |
| Border Crossing Allowance: | All Drivers and Contractors on mileage rates receive \$4 per international border crossing (unchanged), and regular hourly rate for any delay of more than 1 hour (new). | | | |
| Uniform Allowance: | \$25 (\$20) per month. Effective September 1, 1989, \$27.50. Effective September 1, 1990, \$30. | | | |

November 1988 Settlements

PRIMARY METAL

Falconbridge Ltd., Indusmin Division, Fahramet at Orillia - Employees Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 200 employees, settled at the bargaining stage and ratified in November 1988. Duration of negotiations - 1 month.

| | | | |
|--------|-----------------------------|-------------------------------------|-------------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 5% | 5% |
| | Additional Adjustments | Certain skilled trades reclassified | 2% for Groups 10 and 11 |
| | Group 1 (includes Labourer) | \$11.09 (\$10.56) | \$11.64 |

| | | |
|-------------------------|-----------|---------|
| Group 11 (10) (includes | \$14.93 | \$15.97 |
| Electrician No.1) | (\$13.83) | |

Health and Welfare: Weekly Indemnity - Benefit is equal to the UIC benefit (\$339).

Vision - Maximum claim is \$120 (\$90) per family member every 2 years. Effective January 1, 1990, \$150.

Dental - Coverage is based on the 1986 (1985) ODA fee schedule. Effective January 1, 1990, the 1987 ODA fee schedule.

Pension Plan: Basic Benefit - \$21 (\$19) per month per year of service. Effective January 1, 1990, \$24.

Safety Shoe Allowance: \$80 (\$60) per year. Effective January 1, 1990, \$85.

EDUCATION AND RELATED SERVICES

Etobicoke City Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, technical and maintenance employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 430 employees, settled at the conciliation officer stage and ratified in November 1988. Duration of negotiations - 12 months.

| | | | | |
|--------|-----------|--------------------------------------|------------------|---|
| Wages: | Effective | <u>Jan. 1/88</u> | <u>June 1/88</u> | <u>Jan.1/89</u> |
| | Increases | 4% | 1% | 5%-7.6% for skilled trades, 5%-11.3% for Head Caretaker, 5% for all others* |
| | Caretaker | \$12.01-\$12.71 (\$11.55-\$12.22) | \$12.13-\$12.84 | \$12.74-\$13.48 |
| | Plumber | \$19.98 (\$19.21) | \$20.18 | \$21.72 |

Maximum rate for Caretaker is reached after 1 year.

* Conditional wage re-opener if the Toronto CPI-1981 = 100 increases by more than 6% above the December 1987 index.

Additional Adjustments - Adjustments to rate for Head Caretaker prior to and subsequent to the January 1, 1989 increase to move towards uniformity in grid across all Metro Toronto Boards.

Paid Vacation: 6 weeks after 26 (27) years of service. Effective in 1989, 6 weeks after 25 years.

Health and Welfare: Life Insurance - Effective January 1, 1989, maximum benefit is \$120,000 (\$100,000).

LTD - Effective January 1, 1989, employer pays 100% (75%) of premium costs.

Dental - Effective January 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule and is extended to include caps, crowns and dentures.

Continuation of Benefits - Effective January 1, 1989, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new).

Safety Shoe Allowance: \$60 (\$55) per year.

Mileage Allowance: 29¢ (26¢) per kilometre with a minimum of \$3 (\$2.20) per day.

Tool Allowance: \$65 for Carpenters, Electricians, Metal Workers, Plumbers, Vehicle Mechanics, Refrigeration Mechanics, Small Motor Mechanics, Heating Control Technicians and Electronic Technicians. (Previously, \$55 for Motor Mechanics only.)

North York City Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 769 employees, settled at the bargaining stage and ratified in November 1988. Duration of negotiations - 13 months.

| Wages: | Effective | <u>Jan. 1/88</u> | <u>June 1/88</u> | <u>Sept. 1/88</u> |
|--------|---|----------------------|------------------|---|
| | Increases | 4% | 1% | .6%-3.5% for Head Caretaker- Codes 4-8 |
| | Matron | \$11.17 (\$10.74) | \$11.28 | |
| | Head Caretaker- Code 9A (with 3rd class certificate) | \$16.69 (\$16.05) | \$16.86 | |
| | Effective | <u>Jan. 1/89</u> | | <u>Sept. 1/89</u> |
| | Increases | 5%* | | .7%-3.4% for Head Caretaker- Codes 6-9A |
| | Matron | \$11.84 | | |
| | Head Caretaker- Code 9A (with 3rd class certificate) | \$17.70 | | \$18.26 |

* Conditional wage re-opener if the Toronto CPI-1981=100 increases by more than 6% above the December 1987 index.

Acting Pay: Employee temporarily transferred to higher classification for more than 1 day (previously, 2 days or more) receives appropriate rate in the higher classification.

Paid Vacation: 6 weeks after 26 (27) years of service. Effective in 1989, 6 weeks after 25 years.

Health and Welfare: Life Insurance - Maximum benefit is \$120,000 (\$100,000).

LTD - Employer pays 100% (75%) of premium costs.

Dental - Effective January 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule and is extended to include caps, crowns and dentures.

Continuation of Benefits - Employer continues to share premium costs for major medical, dental, group life and OHIP benefits during the first 17 weeks of maternity/adoption leave (new).

Safety Shoe Allowance: \$65 (\$55) per year. Effective January 1, 1989, \$70.

Uniform Allowance: \$120 (\$105) per year to Matrons for the purchase of smocks. Effective January 1, 1989, \$125.

Mileage Allowance: Employee continues to receive the same kilometre allowance as other Board of Education employees.

North York City Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (office, clerical and technical employees and classroom assistants): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 1,046 employees, settled at the bargaining stage and ratified in November 1988. Duration of negotiations - 13 months.

| Wages: | Effective | Jan. 1/88 | June 1/88 | Jan. 1/89 |
|---|-----------------------------------|-----------------|-----------------|-----------|
| General Increases | | 4% | 1% | 5%* |
| <u>Hourly Rates</u> | | | | |
| Cafeteria Assistant (new) | \$10.09-\$12.11 | \$10.19-\$12.23 | \$10.70-\$12.84 | |
| Grade 7 (includes Director's Secretary) | \$16.73-\$19.52 (\$16.09-\$18.77) | \$16.90-\$19.72 | \$17.75-\$20.71 | |

Maximum rates are reached after 4 annual increases.

* Conditional wage re-opener if the Toronto CPI-1981=100 increases by more than 6% above the December 1987 index.

Responsibility Allowance: \$288 (\$277) for designated Head Secretary. Effective June 1, 1988, \$291. Effective January 1, 1989, \$306.

Acting Pay: Employee temporarily transferred to higher classification for 1 (5) or more days receives appropriate rate in the higher classification.

Paid Vacation: 6 weeks after 26 (27) years of service. Effective in 1989, 6 weeks after 25 years.

Health and
Welfare:

Life Insurance - Maximum benefit is \$120,000 (\$100,000).

LTD - Employer pays 100% (75%) of premium costs.

Dental - Effective January 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule and is extended to include caps, crowns and dentures.

Continuation of Benefits - Employer continues to share premium costs for major medical, dental, group life and OHIP benefits during the first 17 weeks of maternity/adoption leave (new).

Safety Shoe
Allowance:

\$65 (50) per year. Effective January 1, 1989, \$70.

Uniform
Allowance:

\$150 on appointment for Cafeteria Assistants (new). Effective January 1, 1989, \$125 per year replacement allowance.

Mileage
Allowance:

Employee receives the same kilometre allowance as other Board of Education employees.

HEALTH AND WELFARE SERVICES

Etobicoke General Hospital - Local 162, Ontario Nurses' Association (Ind.): Two 36-month renewal agreements effective from April 1, 1988 to March 31, 1991, covering 584 employees, settled at the post conciliation bargaining stage and ratified in November 1988. Duration of negotiations - 6½ months.

| | | | |
|--------|-----------|------------------|------------------|
| Wages: | Effective | <u>Apr. 1/88</u> | <u>Apr. 1/89</u> |
| | Increases | 2%-4.75% | 2%-4.26% |

Full-time
Monthly Rates
37½ hours per week

| | | |
|---------------------------|-------------------------|-----------------------|
| Registered Nurse 0-7 yrs. | \$2,575.55-\$3,013.88 | \$2,627.06-\$3,173.80 |
| Effective Apr.1/89 | (\$2,525.05-\$2,877.22) | |
| 0-8 years | | |

| | |
|------------------|-----------------|
| Effective | <u>Apr.1/90</u> |
| General Increase | 4% |

Full-time
Monthly Rates

| | |
|----------------------------|-----------------------|
| Registered Nurse 0-9 years | \$2,732.14-\$3,350.26 |
|----------------------------|-----------------------|

Part-time employees receive 14% payment in lieu of fringe benefits in addition to equivalent hourly rate.

| | |
|-----------------------------------|---|
| Weekend Premium: | <u>Full-time</u> - Time and one-half for all hours worked on a second (third) consecutive weekend that is scheduled at the employer's discretion. Effective April 1, 1990, 45¢ for each hour worked between midnight Friday and midnight Sunday (new), except where the foregoing provision applies. |
| | <u>Part-time</u> - Effective April 1, 1990, 45¢ for each hour worked between midnight Friday and midnight Sunday (new), unless such hours come under another provision of the collective agreement. |
| Standby Pay (part-time): | When an employee is required to stand by on a paid holiday and is called in to work, employee receives 2 times regular wage for all hours worked or a minimum 4 hours' pay at time and one-half, whichever is greater (new). |
| Change of Schedule Premium (new): | <u>Full-time</u> - Time and one-half for the first shift of new schedule when notice not given within 48 hours of change. |
| | <u>Part-time</u> - Time and one-half for the first shift of new schedule when notice not given within 3 hours of change for Pediatrics, Special Care Nursery and Overnighters and within 12 hours for all other employees. |
| Paid Holidays: | Effective in 1989, the second Monday in June is added for a total of 12 (11) days. |
| Paid Vacation: | <u>Full-time</u> - Effective July 1, 1989, 5 weeks after 15 (17) years of service, and 6 weeks after 25 years (new). If an employee with a 6-week vacation entitlement works or receives paid leave for less than 1,525 hours in the vacation year, the vacation entitlement will be pro-rated at 2.5 days per month (new). |
| | <u>Part-time</u> - 10% after 15 (20) years of service and 12% after 25 years (new). |
| Bereavement Leave: | 1 day's paid leave upon death of aunt or uncle (new). |
| Paid Maternity Leave (new): | Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period. |
| Sick Leave (full-time): | Regular wages for the balance of the tour for a nurse who completes 2 (4) hours of a scheduled tour prior to going on sick leave benefits or Workers' Compensation Benefits. |
| Health and Welfare (full-time): | <u>Life Insurance</u> - Effective April 1, 1989, employer pays 100% (90%) of premium costs. |
| | <u>Major Medical</u> - Effective April 1, 1989, deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage. |
| | <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective April 1, 1990, employer pays 75% (50%) of premium costs. |
| Contracting Out Clause (new): | No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees. |

Job Sharing
(new):

The total number of hours equivalent to one full-time position to be divided between 2 employees as mutually agreed upon by the 2 employees and the employer. Job sharing scheduling to conform with the provisions of the Full-time Collective Agreement and all other provisions to be covered by the Part-time Collective Agreement. Employer to determine the number of job sharing positions. Either employer or employee may discontinue the job sharing agreement with 90 days' notice.

December 1988 Settlement

EDUCATION AND RELATED SERVICES

East York Borough Board of Education - Local 463, Canadian Union of Public Employees (CLC) (caretakers and office, clerical and technical employees):
Two 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 271 employees, settled at the bargaining stage and ratified in December 1988. Duration of negotiations - 15 months.

| Wages: | Effective | <u>Jan. 1/88</u> | <u>June 1/88</u> | <u>Jan. 1/89</u> |
|--------|--|--|-------------------|-------------------|
| | General Increases | 4% | 1% | 5%* |
| | <u>Annual Rates</u> 1,827 hours per year | | | |
| | Grade 3 (includes School Secretary) | \$18,690-\$21,723 (\$17,968-\$20,881) | \$18,873-\$21,942 | \$19,822-\$23,038 |
| | Grade 5 (includes Secondary Head Secretary) | \$24,190-\$28,209 (\$23,254-\$27,116) | \$24,427-\$28,483 | \$25,651-\$29,908 |
| | <u>Hourly Rates</u> 40 hours per week | | | |
| | Matron | \$10.44-\$11.17 (\$10.04-\$10.74) | \$10.54-\$11.28 | \$11.07-\$11.84 |
| | Head Caretaker- Category 10 | \$16.29 (\$15.66) | \$16.45 | \$17.27 |

Maximum rates for Grades 3 and 5 are reached after 4 annual increases and for Matron after 1 year.

* Conditional wage re-opener if the increase in the CPI from the December 1987 to the December 1988 index exceeds 6%.

Paid Vacation: 6 weeks after 26 (27) years of service. Effective in 1989, 6 weeks after 25 years.

Health and Welfare: Life Insurance - Maximum benefit is \$120,000 (\$100,000).

LTD - Employer pays 100% (75%) of premium costs.

Dental - Effective February 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule and is extended to include caps, crowns and dentures.

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new).

Safety Shoe Allowance: \$55 (\$50) per year.

Mileage Allowance: Employee continues to receive the same kilometre allowance as other Board of Education employees.

January 1989 Settlements

TEXTILE

New Harding Group Inc., Harding Carpets at Collingwood - Local 1857, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 464 employees, settled at the conciliation officer stage and ratified in January 1989. Duration of negotiations - 2 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
|--------|------------------------------------|----------------------|-----------|
| | General Increases | 50¢ | 53¢ |
| | Labour Group 1 (General Labour) | \$10.17 (\$9.67) | \$10.70 |
| | Labour Group 10 Tradesman 1 | \$13.44 (\$12.94) | \$13.97 |

Health and Welfare: Life Insurance for Retirees - Benefit is \$2,000 (\$1,500) for retired employee with 5-15 years of service, and \$2,500 (\$2,000) for retired employee with more than 15 years of service.

Dental - Coverage is based on the 1988 (1986) ODA fee schedule.

NON-METALLIC MINERAL PRODUCTS

L-O-F Glass of Canada Limited at Collingwood - Local 252G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1989 to January 31, 1991, covering 653 employees, settled at the bargaining stage and ratified in January 1989. Duration of negotiations - 1 month.

| Wages: | Effective | Feb. 1/89 | Feb. 1/90 |
|--------|------------------------|---------------------------------|-----------|
| | Increases | | |
| | Production | 65¢ | 65¢ |
| | General Maintenance | 95¢ | 95¢ |
| | Additional Adjustments | Some classification adjustments | |

| | | |
|---------------------|----------------------|---------|
| General Labourer | \$12.10 (\$11.45) | \$12.75 |
| General Maintenance | \$13.74 (\$12.79) | \$14.69 |

Lump Sum Settlement Payment: \$250 per employee.

COLA: Effective February 1, 1990, one lump sum payment calculated as follows: \$120 (\$100) per 1% or part thereof increase in the CPI - 1981=100, comparing the average index for 1988 and 1989. Triggered at 5% and capped at 9% to a maximum payment of \$600 (\$500) per year. (Basic formula is unchanged. Formula did not trigger.)

Skilled Trades Premium: 30¢ (20¢) for employee in the General Maintenance classification with a trade certificate. Effective February 1, 1990, 35¢.

Health and Welfare: Life Insurance and AD & D - Benefit is \$17,000 (\$16,000). Effective February 1, 1990, \$18,000.

Dental - Rider #2 is added for dentures only with 50%-50% co-insurance (new).

Safety Shoe Allowance: \$55 (\$45) per year. Effective February 1, 1990, \$60.

Tool Allowance (new): \$100 per year.

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Broadcast Employees (NABET) (CLC): A 28-month renewal agreement effective from January 12, 1989* to May 5, 1991, with wages retroactive to July 4, 1988, covering 997 Ontario employees, settled at the post conciliation bargaining stage and ratified in January 1989. Duration of negotiations - 8 months.

* Previous agreement expired July 3, 1988.

| Wages: | Effective | <u>July 4/88</u> | <u>May 8/89</u> | <u>May 7/90</u> |
|--------|-------------------|------------------|-----------------|-----------------|
| | General Increases | 3.5% | 4.9% | 4.9% |

Additional Adjustments \$250 to the top of each salary scale

Annual Rates
38.75 hours per week

| | | | |
|--|--|-------------------|-------------------|
| Group 1 (includes Television Assistant) | \$18,943-\$24,367 (\$18,302-\$23,543) | \$19,871-\$25,811 | \$20,845-\$27,076 |
|--|--|-------------------|-------------------|

Group 8 \$33,200-\$40,598 \$34,827-\$42,837 \$36,534-\$44,936
(includes (\$32,077-\$39,225)
Quality Control
Technician)

Maximum rate for Group 1 is reached after 4 years, and for Group 8 after 3 years.

The following changes are effective April 1, 1989, unless stated otherwise.

Shift Premium: 15% of basic hourly rate with a minimum \$3 (\$2) per hour.

Temporary Upgrade Increases to a wide range of daily and annual premiums for
Premium and assignments to certain higher classifications and for assuming
Responsibility certain responsibilities.
Pay:

Paid Vacation: 6 weeks after 27 years of service (new).

Health and Dental - Full-time - Annual cost of plan not to exceed the
Welfare: equivalent of 1.03% (1%) of adjusted base salary.

Meal Allowance: \$9 (\$7) for second meal and \$4.50 (\$3.50) for snack allowance.

Travel Where an employee must cancel travel plans made after annual leave
Cancellation schedules have been posted, the employee is reimbursed for
Compensation receipted non-recoverable costs directly associated with travel.
(new):

EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 441 employees, settled at the fact finder stage and ratified in January 1989. Duration of negotiation - 11 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Feb. 1/89</u> |
|--------|--------------------------------|--|--|
| | Increases | 4.6% for Teachers A1-A4 and Principal, 5% for Teachers B-D, \$2,314 for Co-ordinator | 2% for Principal |
| | Additional Adjustments | | 0-11 (0-12) years on all Teacher A1-A4 grids |
| | Teacher-Category D 0-8 years | \$18,256-\$29,402 (\$17,387-\$28,002) | \$18,256-\$29,402 |
| | Teacher-Category A1 0-12 years | \$22,489-\$43,200 (\$21,500-\$41,300) | \$22,484-\$43,195 |
| | Teacher-Category A4 0-12 years | \$29,602-\$52,614 (\$28,300-\$50,300) | \$29,598-\$52,611 |
| | Co-ordinator 0-3 years | \$53,614-\$56,114 (\$51,300-\$53,800) | \$53,614-\$56,114 |

| | | |
|-----------|---------------------|-------------------|
| Principal | \$57,820-\$60,576 | \$58,976-\$61,788 |
| 0-3 years | (\$55,277-\$57,912) | |

Health and Welfare: Dental - Effective February 24, 1989, coverage is based on the 1987 (1986) ODA fee schedule.

Continuation of Benefits - Employer pays 80% of premium costs for health and welfare benefits for 17 weeks for employees on adoption leave (new).

Professional Development Fund: \$41,840 (\$40,000) per year. Effective February 1, 1989, \$42,300.

HEALTH AND WELFARE SERVICES

St. Thomas-Elgin General Hospital at St. Thomas - Local 220, Service Employees International (AFL-CIO/CLC)(full-time and part-time service and maintenance employees): Two 24-month renewal agreements effective from January 19, 1988 to January 18, 1990, covering 420 employees, settled at the post conciliation bargaining stage and ratified in January 1989. Duration of negotiations - 25 months.

| | | | |
|--------|------------------------|---|---|
| Wages: | Effective | <u>Jan. 19/88</u> | <u>Jan. 19/89</u> |
| | General Increases | 50¢ | 50¢ |
| | Additional Adjustments | 50¢ for 3rd Class Engineer, Carpenter, Electrician and Plumber; 25¢ for Maintenance person and Groundperson | 10¢ for 3rd Class, Engineer, Carpenter, Electrician and Plumber |
| | General Kitchen Help | \$10.563-\$10.702 (\$10.063-\$10.202) | \$11.063-\$11.202 |
| | R.N.A. | \$12.050-\$12.253 (\$11.550-\$11.753) | \$12.550-\$12.753 |
| | Electrician | \$13.959-\$14.162 (\$12.959-\$13.162) | \$14.559-\$14.762 |

Maximum rate for General Kitchen Help is reached after 12 months, for R.N.A. after 18 months, and for Electrician after 6 months.

Standby Pay: Effective February 13, 1989, \$2.10 (\$1.40) per hour.

Paid Holidays: 1 day is added for a total of 12 (11) days.

Paid Vacation (full-time): Effective January 19, 1989, 4 weeks after 8 (10) years of service, 5 weeks after 15 (17) years and 6 weeks after 25 years (new).

Health and Welfare: Life Insurance - Effective February 1989, employer pays 100% (90%) of premium costs.

Semi-Private Hospitalization - Effective February 1989, employer pays 100% (70%) of premium costs.

Vision - Effective April 1, 1989, maximum claim is \$100 (\$60) per person every 2 years.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MARCH 1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER



FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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Highlights

Toronto Hydro

In March 1989, attention was focused on the work stoppage at Toronto Hydro with the Canadian Union of Public Employees. The 927 hourly rated and salaried employees were seeking a monetary package to reflect the increasing cost of living in Toronto. Their new 2-year collective agreements contain across-the-board wage increases compounding to 14.1%, and a limited COLA clause.

On the effective date of the agreements, February 1, 1989, all employees received a 6.9% increase. One year later, wages are scheduled to increase 6%, and on July 1, 1990, a further 0.7%. The Lineman A rate will rise from \$19.49 per hour under the previous agreement to \$22.23 at the expiry of the new agreement.

The COLA clause is effective in the second year, but will only trigger into operation after a 7.7% increase in the CPI above the December 1989 index. The formula then calls for a 1% increase in wages for each 1% increase in the index. There was a similar COLA clause contained in the previous agreements, but it did not trigger into operation.

The other terms of settlement included improvements in the provisions for various leaves of absence, and in the meal, mileage, and safety shoe allowances.

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FOOD AND BEVERAGE

Hiram Walker & Sons Limited at Walkerville - Local 2027, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from January 4, 1990 to January 3, 1993, covering 421 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Jan. 4/90</u> | <u>Jan. 1/91</u> | <u>Jan. 1/92</u> |
|--------|-------------------------------|----------------------|------------------------------------|------------------|
| | COLA Fold-in | \$1.24 | 74¢ | |
| | General Increases | | 25¢ | 25¢ |
| | Skilled Trades Adjustment | | 40¢ | |
| | Additional Adjustments | | 6¢-25¢ for certain classifications | |
| | General Help | \$16.79 (\$15.55) | \$17.78 | \$18.03 |
| | Trades (includes Electrician) | \$18.95 (\$17.71) | \$20.34 | \$20.59 |

Lump Sum Payment: Effective January 4, 1990, \$250 per employee.

COLA: 1¢ per 0.35 point change in the CPI - 1961=100, using the December 1989 index as the base. Adjusted quarterly. 3¢ per quarter is diverted from the first 10 quarters and 1¢ from the 11th quarter, for a total of 31¢ diverted to offset the overall costs of the package. (Basic formula is unchanged.)

Shift Premium: 0-60¢-70¢ (0-50¢-60¢).

Summer Vacation Bonus: Effective January 1, 1992, eligible employees will receive 8 (16 hours) pay at regular rate, after which this provision will be eliminated.

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1991, benefit is \$5,000 (\$3,000).

Weekly Indemnity - Benefits range from \$401-\$527 (\$353-\$455) based on classification.

Major Medical - Coverage is extended to include: a maximum claim of \$5,000 per year for nursing home care for active employees, a maximum claim of \$10,000 per year for private-duty nursing services, some prosthetic devices, out-of-province and Medex out-of-country coverage for active and retired employees (new).

Vision - Effective January 1, 1991, maximum claim is \$100 (\$80) every 2 years.

Pension Plan: Plan has been renegotiated for the period January 1, 1990 to December 31, 1995.

Future Retirees

Basic and Supplemental Benefits per Month per Year of Service - Employee aged 60 and over receives:

| For Retirements Effective | Basic Benefit | Supplemental Benefit |
|---------------------------|----------------|----------------------|
| April 1, 1990 | \$29.50 (\$24) | \$19 |
| January 1, 1991 | \$31.00 | \$19 |
| January 1, 1992 | \$32.50 | \$19 |
| January 1, 1993 | \$34.00 | \$19 |
| January 1, 1994 | \$36.00 | \$19 |
| January 1, 1995 | \$38.00 | \$19 |

Early Retirement - "30-and-out" Special Allowance - Applies to employees up to age 60. Total monthly benefit as shown:

| For Retirements Effective | Benefit |
|---------------------------|-------------------|
| April 1, 1990 | \$1,575 (\$1,310) |
| January 1, 1991 | \$1,650 |
| January 1, 1992 | \$1,725 |
| January 1, 1993 | \$1,800 |
| January 1, 1994 | \$1,900 |
| January 1, 1995 | \$2,000 |

Pension Indexing (new) - Effective January 1, 1991, the basic and "30-and-out" levels will be increased by multiplying the benefit rate of those employees retiring between January 1, 1990 and December 31, 1994 inclusive (PCOLA adjustments will be made on January 1 of each year from January 1, 1991 up to and including January 1, 1995) by the lesser of:

- (1) 90% of the annual change in the CPI - 1961=100, as of the preceding September, based on the 12 month average of the CPI or;
- (2) the same percentage increase in the average regular plant rate as at the preceding September 30th as a result of 4 quarterly COLA adjustments ending in the September (published in October) prior to the adjustment date.

Note: No retiree can receive a pension higher than that available to an active employee in that year.

Current Retirees - Benefits increased by \$1 per month per year of service in each year of the pension agreement.

Survivor Benefits -

Pre-Retirement Death Benefit - Surviving spouse receives 60% (55%) of employee's pension benefit.

Current Retiree's Reduced Benefit - Employee in receipt of a benefit reduced for surviving spouse coverage will receive an unreduced benefit upon death of spouse (new).

Credited Service Adjustment - Employee with less than 1 full year of credited service in any year between 1968 and 1977 will receive an additional .25 year's credit for each of these years to a maximum of 1 year's credited service per year worked.

Earnings Ceiling - Maximum \$9,000 (\$7,000) per year.

Meal Allowance: \$8.50 (\$8).

Safety Shoe Allowance: Effective January 1, 1991, maximum \$50 (\$40) per year.

Nabisco Brands Canada Limited at Exeter, Leamington, St. Davids and Simcoe - Locals 459 and 617P, Food and Commercial Workers (AFL-CIO/CLC) (office, production and maintenance employees): Six 24-month renewal agreements effective from March 2, 1989 to March 1, 1991, covering 372 employees, settled with mediation assistance. Duration of negotiations - 2 months.

| Wages: | Effective | Mar. 2/89 | Mar. 2/90 |
|--------|---------------------------------|---------------------------------|-----------|
| | General Increases | 4.5% | 4.5% |
| | Additional Adjustments | Some classification adjustments | |
| | <u>Simcoe Plant</u> | | |
| | Weight Checker | \$13.22 (\$12.65) | \$13.81 |
| | Maintenance/ Electrician 'A' | \$15.41 (\$14.75) | \$16.10 |

Paid Vacation: 6 weeks after 26 years of service (new).

Health and Welfare: Dental - Coverage is extended to include major restorative services, with 50%-50% co-insurance. Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Current Retirees - Benefit is \$10 (\$5) per month per year of service for employees who retired prior to January 1, 1981.

Future Retirees - Benefit is \$14 (\$13) per month per year of service for employee retiring on or after March 2, 1990.

Early Retirement (new) - Employee may retire at age 62 with accrued benefit.

Tool Allowance: \$100 (\$75) per year.

Safety Shoe Allowance: \$50 (\$45) per year.

Great Atlantic and Pacific Company of Canada Limited, Jane Parker Bakery Limited at Toronto - Local 264, Bakery, Confectionery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal effective from March 12, 1989 to March 9, 1991, covering 315 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Mar. 12/89</u> | <u>Mar. 11/90</u> |
|------------------------|--|----------------------------------|-------------------|
| | General Increases | 65¢ | 65¢ |
| | Additional Adjustments | 25¢ for Maintenance and Receiver | |
| | General Help, Light Duties | \$13.66 (\$13.01) | \$14.31 |
| | Machinist | \$17.11 (\$16.21) | \$17.76 |
| Shift Premium: | 65¢ (60¢) per hour for all hours worked between 6 p.m. to 6 a.m. Effective March 11, 1990, 70¢. | | |
| Paid Vacation: | Effective January 1, 1990, 6 weeks after 23 (25) years of service. | | |
| Health and Welfare: | <u>LTD</u> - For employee who first becomes eligible after May 1, 1989, 70% (65%) of basic monthly earnings to a maximum of \$1,600 (\$1,400) per month. <u>Vision Care</u> - Co-insurance factor deleted. (Previously 80%-20% co-insurance.) | | |
| Pension Plan: | <u>Basic Benefit</u> - Effective October 1, 1989, \$15.50 (\$14) per month per year of future service and \$15 (\$14) per month per year of past service. Effective January 1, 1991, \$17 and \$15.50 respectively. <u>Early Retirement</u> - Effective May 1, 1989, employee aged 64 with 10 years of service may retire with no (5%) actuarial reduction. | | |
| Safety Shoe Allowance: | \$70 (\$65) per year. | | |

LEATHER

William H. Kaufman Inc., Kaufman Footwear Division at Kitchener - Local 88, Rubber Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 18, 1989 to January 20, 1990, covering 1,000 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Jan. 22/89</u> |
|--------|-------------------------------|---------------------------------------|
| | Increases | |
| | Skilled Trades Employees | 6.75% |
| | Semi-skilled Trades Employees | 5.75% |
| | All other employees | 4.75% |
| | <u>Base Rates</u> | |
| | Shuttle Bus Driver | \$5.77-\$6.64 (\$5.51-\$6.34) |
| | Leather Inspection | \$10.04-\$11.55 (\$9.58-\$11.02) |

Maintenance Electrician \$13.05-\$15.01
 (\$12.21-\$14.04)

Maximum rates are reached on merit.

Shift Premium: 25¢ (20¢) per hour.

Health and Dental - Coverage is based on the 1987 (1986) ODA fee schedule.
 Welfare:

Safety Footwear \$18 (\$16) for shoes or \$22 (\$20) for boots once per year.
 Allowance:

FURNITURE AND FIXTURE

Bilt-Rite Upholstering Company Limited at Toronto - Local 32, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

| | | | | |
|--------|---------------------|------------------|------------------|-----------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan.1/91</u> |
| | Increases | | | |
| | Hourly Rates | 5% | 5% | 6% |
| | Incentive Rates | 4% | 4% | 5% |
| | <u>Hourly Rates</u> | | | |
| | General | \$8.11-\$8.42 | \$8.51-\$8.84 | \$9.02-\$9.37 |
| | Labour | (\$7.72-\$8.02) | | |
| | Upholsterer- | \$10.55 | \$11.08 | \$11.75 |
| | Timeworker | (\$10.05) | | |

Maximum rate for General Labour is reached after 3 months.

Health and Employer contributes 5% (4%) of total payroll for the bargaining
 Welfare: unit to union administered fund.

METAL FABRICATING

Ball Packaging Products of Canada Inc., previously Onex Packaging Inc. at Hamilton - Local 354, CLC Directly Chartered: A 36-month renewal agreement effective from March 17, 1989 to March 16, 1992, covering 367 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | | |
|--------|-------------------|-------------------|-------------------|-------------------|
| Wages: | Effective | <u>Mar. 20/89</u> | <u>Mar. 19/90</u> | <u>Mar. 18/91</u> |
| | General Increases | 5¢ | 5¢ | 5¢ |
| | Job Class | 14.3¢ | 14.8¢ | 15.3¢ |
| | Increment | (13.8¢) | | |

| | | | |
|-------------------------------------|------------------------|----------|----------|
| Job Grade 1 (includes Labourer) | \$15.94 (\$15.89) | \$15.99 | \$16.04 |
| Job Grade 23 (includes Diemaker) | \$18.953 (\$18.788) | \$19.118 | \$19.283 |

Previous rates reflect \$1.61 COLA folded into wages during the previous agreement.

COLA: 1¢ per full 0.325 point change in the CPI - 1961=100, using the December 1988 index as the base. Adjusted quarterly with last adjustment on March 15, 1992. Folded in annually. (Basic formula is unchanged.)

Health and Welfare: The following changes are effective April 1, 1989, unless stated otherwise.

Life Insurance - Benefit is \$26,000 (\$25,000). Effective April 1, 1990, \$26,000. Effective April 1, 1991, \$27,000.

Weekly Indemnity - Benefit is increased by \$20 in each contract year.

Major Medical - Maximum benefit for active and retired employees and their dependants is \$20,000 (\$15,000) per person. Automatic reinstatement is \$2,000 (\$1,000).

Vision Care - Maximum claim is \$85 (\$70) per person covered, every 2 years.

Pension Plan: Basic Benefit - Effective April 1, 1989, \$25.50 (\$23.50) per month per year of service. Effective April 1, 1990, \$27. Effective April 1, 1991, \$28.

Current Retirees - Effective January 1, 1990, minimum pension level is \$15 (\$14) per month per year of service. Effective January 1, 1991, \$18.50.

Survivor Benefit - Effective April 1, 1989, benefits are increased by \$25 per month. Retroactive to January 1, 1987, upon death of an active employee, who would have otherwise been able to retire, a death benefit to surviving spouse equal to 60% of the commuted value of the pension based on the accredited service to January 1, 1987 (new).

TRANSPORTATION EQUIPMENT

Citair Inc., General Coach Division at Hensall - Local 3054, Carpenters (AFL-CIO): A 23-month renewal agreement effective from November 1, 1988 to September 30, 1990, covering 208 employees, settled during a work stoppage. Duration of negotiations - 7 months.

| Wages: | Effective | Nov. 1/88 | Nov. 1/89 |
|-------------------|-----------|----------------------|-----------|
| General Increases | | 40¢ | 45¢ |
| Production Worker | | \$10.86 (\$10.46) | \$11.31 |

| | | |
|--------|----------------------|---------|
| Welder | \$11.11 (\$10.71) | \$11.56 |
|--------|----------------------|---------|

Health and Welfare: Dental - Effective March 8, 1989, coverage is based on the 1986 (1985) ODA fee schedule. Effective November 1, 1989, the 1987 ODA fee schedule.

Long Service Premium: 5¢ per hour after 3 years of service (unchanged), 15¢ (10¢) per hour after 5 years, and 25¢ (15¢) after 10 years. Effective November 1, 1989, 20¢ after 5 years and 35¢ after 10 years.

Titan Proform Company Limited at Scarborough - Local 124, Canadian Auto Workers (CLC):

A 36-month renewal agreement effective from January 4, 1989 to January 3, 1992, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| | | | | |
|--------|--------------------------------|----------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 4/89</u> | <u>Jan. 4/90</u> | <u>Jan. 4/91</u> |
| | Increases* | 3% | 3% | 3% |
| | Labourer | \$10.76 (\$10.46) | \$11.08 | \$11.41 |
| | Master Maintenance Electrician | \$20.00 (\$19.42) | \$20.60 | \$21.22 |

* A maximum increase of 5% may apply to certain employees based on merit.

Shift Premium: 0-40¢-50¢ (0-30¢-40¢).

Vacation Pay: The greater of 10% of actual earnings or 5 weeks' pay at regular rate (new).

Health and Welfare: Life Insurance - Benefit is \$25,000 (\$20,000).

Pension Plan: Employer Contribution - 15¢ (7¢) per hour worked to the union fund.

Prescription Safety Glasses: Employer pays 100% (50%) of costs.

Safety Shoes and Clothing Allowance: \$15 (\$10) per month for work clothing. Effective January 2, 1990, employee will be reimbursed up to \$90 (\$80) per year for safety shoes.

ELECTRICAL PRODUCTS

Canadian General Electric at Oakville and Peterborough - Local 544 and 599, Communications-Electrical Workers (CLC) (plant and office employees): Two 36-month renewal agreements effective from March 5, 1989 to March 4, 1992, covering 925 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | | |
|--------|-----------|------------------|------------------|------------------|
| Wages: | Effective | <u>Mar. 5/89</u> | <u>Mar. 5/90</u> | <u>Mar. 4/91</u> |
|--------|-----------|------------------|------------------|------------------|

COLA Fold-in:

| | |
|-------|--------------|
| Plant | 36¢ per hour |
|-------|--------------|

| | |
|--------|---------------------|
| Office | \$14.40 per week |
|--------|---------------------|

Increases:

| | | | |
|--------|-----------------------------|----------------|----------------|
| Plant | 43¢-61¢ per hour | 22¢-40¢ | 16¢-34¢ |
| Office | \$13.60-\$26.80 per week | \$5.20-\$18.40 | \$3.20-\$16.00 |

Oakville Plant

| | | | |
|-------------------------------------|----------------------|---------|---------|
| Assembler (Light, repetitive) | \$12.38 (\$11.59) | \$12.60 | \$12.76 |
|-------------------------------------|----------------------|---------|---------|

| | | | |
|-------------------------------|----------------------|---------|---------|
| Tool and Die Maker Grade 1 | \$16.26 (\$15.29) | \$16.66 | \$17.00 |
|-------------------------------|----------------------|---------|---------|

Peterborough Office
(Weekly Rates)

| | | | |
|------------------------------------|------------------------|----------|----------|
| Clerical Grade 5 (Clerk Typist) | \$463.80 (\$433.40) | \$471.40 | \$476.60 |
|------------------------------------|------------------------|----------|----------|

| | | | |
|-----------------------------------|------------------------|----------|----------|
| Senior Engineering Assistant 1 | \$711.31 (\$670.11) | \$729.71 | \$745.71 |
|-----------------------------------|------------------------|----------|----------|

Previous rates reflect 8¢ per hour COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.32 point change in the CPI - 1971=100 from August to November 1989, to be folded into wages March 5, 1990. Three further quarterly adjustments in the second year and four in the third year, folded into wages annually. (Basic formula is unchanged).

Shift Premium: Plant - 0-54¢-75¢ (0-49¢-70¢).
Office - 0-4%-6% (unchanged).

Paid Vacation: 4 weeks after 10 (12) years of service and 5 weeks after 20 (21) years.

Health and Welfare: Semi-Private Hospitalization - Benefit is \$35 (\$30) per day. Effective January 1, 1991, \$40.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Orthodontic coverage is added with a lifetime maximum of \$1,000 per person, on a 50%-50% co-insurance basis. Effective January 1, in the second and third contract years, the 1988 and 1989 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective January 1, 1989, money purchase plan is introduced based on 1% times credited service earned to December 31, 1987 times final three year average salary at December 31, 1987. Effective January 1, 1991, pension based on credited service to December 31, 1988. Credited service after December 31, 1988 will be equal to 1% times compensation for such service. (Previously, benefit was \$11.20-\$20 per month per year of service depending on earnings.)

Safety Shoe Allowance: \$65 (\$50).

Income Extension Aid: Maximum benefit is \$363 (\$318) per week. Payment for under one year of service is pro-rated at .083 of a week's pay for 1 month of service to .917 for 11 months of service. (Previously, $\frac{1}{3}$ of a week's pay for each 3 months service.)

Batronics Inc. at Maple - Local 252, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from March 1, 1989 to February 28, 1991, covering 230 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 4 months.

| Wages: | Effective | March 1/89 | March 1/90 |
|---------------------------|-----------|----------------------|------------|
| General Increases | | 30¢ | 30¢ |
| COLA Fold-in | | 7¢ | |
| Skilled Trades Adjustment | | 50¢ | |
| Non-incentive Adjustment* | | 20¢ | |
| Casual Labour | | \$12.13 (\$11.56) | \$12.43 |
| Electrician | | \$17.38 (\$16.51) | \$17.68 |

* Does not apply to Skilled Trades.

Previous rates reflect 70¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.35 point change in the CPI-1971=100, using the October 1988 index as the base. Adjusted and folded in quarterly. (Basic formula is unchanged.)

Shift Premium: 0-40¢-45¢ (0-35¢-40¢). Effective March 1, 1990, 0-45¢-50¢.

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$12,000).

Pension Plan: Basic Benefit - \$12 (\$8.50) per month per year of service prior to March 1979. Effective March 1, 1990, \$13 (\$12) per month per year of service prior to March 1980.

Safety Shoe Allowance: \$70 (\$60) per year. Effective March 1, 1990, \$80.

CHEMICAL AND CHEMICAL PRODUCTS

CKR Inc., Colgate-Palmolive Canada Division at Toronto - Local 809, Teamsters (AFL-CIO): A 12-month renewal agreement effective from June 21, 1989 to June 20, 1990, covering 219 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

| | | |
|--------|----------------------------------|--------------------------------|
| Wages: | Effective | <u>June 21/89</u> |
| | General Increase | 2.5% |
| | Additional Adjustment | 1¢-16¢, depending on job group |
| | Finisher | \$14.44 (\$14.08) |
| | Stationary Engineer 2nd Class | \$19.74 (\$19.10) |

Lump Sum Settlement Payment: Effective March 13, 1989, \$300 per employee.

Shift Premium: 0-3.5%-4.5% of average basic hourly rate (unchanged).

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule.

Cyanamid Canada Inc. at Niagara Falls - Local 536, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from February 1, 1989 to January 31, 1991, covering 235 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| | | | |
|--------|----------------------------|----------------------|------------------|
| Wages: | Effective | <u>Feb. 1/89</u> | <u>Feb. 1/90</u> |
| | General Increases | 5% | 4.25% |
| | Skilled Trades Adjustment | 10¢ | |
| | Production Helper | \$14.02 (\$13.35) | \$14.62 |
| | Electrician/ Instrument | \$17.92 (\$16.97) | \$18.68 |

Shift Premium: 0-52¢-58¢ (0-49¢-55¢). Effective February 1, 1990, 0-55¢-60¢.

Sunday Premium: \$1.90 (\$1.80) per hour. Effective February 1, 1990, \$2.

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule.

Safety Shoe Allowance: Maximum \$100 (\$90) per year. Effective February 1, 1990, \$110.

MISCELLANEOUS MANUFACTURING

Honeywell Limited at Scarborough - Local 80, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from March 1, 1989 to February 28, 1991, covering 856 employees, settled during a work stoppage. Duration of negotiations - 2 months.

| Wages: | Effective | Mar. 1/89 | Mar. 1/90 |
|--------|---|-----------------------------|-----------------------------|
| | General Increases | 6% | 5% |
| | Skilled Trades Adjustments | 25¢ | 25¢ |
| | Additional Adjustments | 75¢ for Stationary Engineer | 25¢ for Stationary Engineer |
| | Labour Grade 11 (includes Assembly Light) | \$10.38 (\$9.79) | \$10.90 |
| | Tool & Die Maker "B" | \$18.62 (\$17.33) | \$19.80 |

Shift Premium: 0-35¢-37¢ (0-32¢-34¢).

Bereavement Leave: 5 (3) days' paid leave upon death of child or step-child.

Health and Welfare: Life Insurance - Benefit is \$25,000 (\$23,000).

Weekly Indemnity - For skilled trades employees, benefit is \$450 per week (previously, 66 2/3% of regular wages up to UIC maximum for all employees).

Drugs - Effective January 1, 1990, 35¢ deductible per prescription (previously, annual deductible of \$15 for single coverage and \$25 for family coverage as part of major medical plan).

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. 80%-20% co-insurance for crowns and bridges (new). Effective March 1, 1990, the 1988 ODA fee schedule.

Pension Plan: Basic Benefit - Benefit is \$19.50 (\$17.50) per month per year of service. Effective March 1, 1990, \$21.

Early Retirement - Employee aged 60 may retire with an unreduced pension when age plus years of service totals 85 (new).

Safety Shoe Allowance: \$75 (\$70) per year.

TRANSPORTATION

Ontario Northland Railway - Associated Railway Union: Ten 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 1,019 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Railway, Transport and General Workers; Signal and Communications Union (CLC); Maintenance of Way Employees; United Transportation Union; Railway Carmen; Machinists; Firemen and Oilers ; Transportation-Communication Union (AFL-CIO/CLC); Boilermakers; Electrical Workers (IBEW); Plumbers; Sheet Metal Workers (AFL-CIO/CFL); and Locomotive Engineers (Ind.)

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
|--------|---|--|-------------------|
| | General Increases | 4.5% | 4.5% |
| | Classified Labourer- Firemen and Oilers Union 0-2 years | \$12.033-\$12.529 (\$11.515-\$11.989) | \$12.574-\$13.093 |
| | Skilled Tradesman- Locomotive and Car Departments | \$16.069 (\$15.377) | \$16.792 |
| | Effective | Jan. 1/91 | |
| | General Increase | 5% | |
| | Classified Labourer- Firemen and Oilers Union | \$13.203-\$13.748 | |
| | Skilled Tradesman- Locomotive and Car Department | \$17.632 | |

Paid Vacation: 3 weeks after 3 (4) years of service, 4 weeks after 7 (10) years, 5 weeks after 15 (19) years, and 6 weeks after 25 (28) years.

Paid Maternity/
Adoption Leave
(new): Maximum 15 weeks at the difference between 70% of weekly earnings and the UIC benefit.

Health and
Welfare: Life Insurance - Benefit is \$37,000 (\$20,000).

Life Insurance for Retirees - Benefit is \$6,000 (\$3,500).

Dental - Coverage is based on the 1989 (1986) ODA fee schedule.

Motor Transport Industrial Relations Bureau, Eastern Canada Car Carrier Division in Ontario and Quebec - Locals 69, 106, 880 and 938, Teamsters (AFL-CIO) (drivers, mechanics, yardmen and loaders): A 36-month renewal agreement effective from February 1, 1989 to January 30, 1992, covering 1,400 Ontario employees, settled during a work stoppage. Duration of negotiations - 2 months.

| Wages: | Effective | Feb. 1/89 | Feb. 1/90 | Feb. 1/91 |
|--------|-------------------------------|----------------------|-----------|-----------|
| | General Increases | \$1 | 75¢ | 75¢ |
| | Skilled Trades Adjustments | 50¢ | 25¢ | 25¢ |
| | Driveaway Man | \$16.36 (\$15.36) | \$17.11 | \$17.86 |

| | | | |
|-------------------------|----------------------|---------|---------|
| Driver | \$16.61 (\$15.61) | \$17.36 | \$18.11 |
| Maintenance, Skilled | \$18.44 (\$16.94) | \$19.44 | \$20.44 |

Mileage Rates - Drivers on highway operations: loaded - 37.63¢ (35.63¢) and empty - 31.83¢ (29.83¢). Effective February 1, 1990, 38.63¢ and 32.83¢ respectively. Effectively February 1, 1991, 40.13¢ and 34.33¢ respectively.

COLA: 1¢ per hour or .025¢ per mile driven per 0.3 point increase in the CPI - 1971=100, using the December 1988 index as the base. Triggered at 6%. Effective in the third contract year, triggered at 5%. Adjusted annually and payable in February 1990 and 1991. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: For all hours worked except for shift starting between 6 a.m. and 10 a.m.; 45¢ (35¢) per hour for hourly rated employees; for maintenance employees, 75¢ (60¢) per hour. Effective February 1, 1990, and 1991, 90¢ and \$1 respectively for maintenance employees.

Premium Pay: Fuelling - \$4.20 (\$4.10) per fuelling. Effective February 1, 1990, \$4.30. Effective February 1, 1991, \$4.40.

Load and Unload Stops: \$3.20-\$3.40 (\$2.65-\$3.30) per unit loaded or unloaded, depending on number of units. Effective February 1, 1990, \$3.30-\$3.50. Effective February 1, 1991, \$3.45-\$3.65.

Pickouts - \$1.75 (\$1.40) per pickout.

Stop Rate - \$4.15 (\$4.05) per stop. Effective February 1, 1990, \$4.25. Effective February 1, 1991, \$4.35.

Second Stop - \$3.25 (\$2.60) per second and subsequent stop.

Overtime Pay: \$4 per hour after 12 a.m. Saturday for highway drivers only (new).

Health and Welfare: Vision - Maximum claim is \$160 (\$150) per person every 2 years. Effective February 1, 1990, \$165. Effective February 1, 1991, \$170.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Travel Coverage - Employer provides Blue Cross Deluxe (regular insurance) coverage when outside of the country.

Pension Plan: Employer Contribution - \$203 (183) per month per employee. Effective February 1, 1990, \$213. Effective February 1, 1991, \$223.

Medical Examination Allowance: \$25 (\$20) per medical examination on company premises and \$40 (\$35) off company premises. Effective February 1, 1990, \$30 and \$45 respectively. Effective February 1, 1991, \$35 and \$50 respectively.

Clothing Allowance: \$170 (\$150) per year.

Meal Allowance: \$8.25 (\$8). Effective February 1, 1990, \$8.50. Effective February 1, 1991, \$8.75.

Tool Allowance (new): \$500 per year for Skilled "A" Mechanic; \$250 per year for Body Man or Apprentice; \$100 per year for Welders.

Note: Effective March 9, 1989, all new equipment added to the fleet to come equipped with air conditioning.

Toronto Area Transit Operating Authority, GO Transit - Local 1587, Transit Union (AFL-CIO/CLC): A 36-month renewal agreement effective from January 7, 1989 to January 6, 1992, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Jan. 7/89</u> | <u>Dec. 23/89</u> | <u>Dec. 22/90</u> |
|--|---|--------------------------------------|-------------------|-------------------|
| General Increases | | 5%* | 5% | 5% |
| Building Service Person | | \$10.51-\$12.37 (\$9.33-\$11.78) | \$11.04-\$12.99 | \$11.59-\$13.64 |
| Bus Driver | | \$13.76-\$16.18 (\$13.01-\$15.07) | \$14.44-\$16.99 | \$15.17-\$17.84 |
| Maintenance Electrician | | \$16.12-\$18.96 (\$14.97-\$18.06) | \$16.92-\$19.91 | \$17.77-\$20.91 |
| Maximum rates are reached after 1 year. (Previously after 1 year, following a 6-month increase.) | | | | |
| * <u>Additional Adjustments</u> - Restructuring of certain classifications due to introduction of new ticketing system. Some pay equity adjustments. | | | | |
| Overtime Limit: | Maximum 20 hours in any 7-day period, excluding emergencies. (Previously unspecified.) | | | |
| Shift Premium: | \$5 (\$4.80) per shift finishing between 10:01 p.m. and 8:15 a.m. Effective December 22, 1990, \$5.26. | | | |
| Sunday Premium (new): | Effective April 1, 1989, \$4 per shift commencing on Sunday. Effective December 23, 1989 and December 22, 1990, \$8 and \$12 respectively. | | | |
| Spread/Split Shift Premium (new): | Scheduled split shifts or spreads of 11 hours or more will be paid as above for Sunday premiums. | | | |
| Paid Rest Periods (Bus Equipment Section): | Effective April 1, 1989, one 20-minute paid lunch break and two 5-minute paid wash-up periods per day. (Previously, one 30-minute unpaid lunch break and two 10-minute paid wash-up periods.) | | | |
| Scheduled Rest Periods: | Minimum 10 (9½) hours between scheduled shifts. | | | |
| On Call Duty Pay: | 50¢ (25¢) per hour. Minimum 3 hours' pay at time and one-half. (Previously 4 hours' pay at regular rate.) | | | |
| Vacation Pay: | 6% (5.75%) for 3 weeks, 8% (7.69%) for 4 weeks and 10% (9.6%) for 5 weeks. | | | |

Employee receives 50% of vacation pay entitlement for any unused vacation (excluding the 2-week carry-over entitlement) as of December 31 of each year (new).

Paid Vacation: 5 weeks after 16 (18) years of service.
Employees with 2 or more years of service, may carry over a maximum of 2 weeks of previous year's vacation entitlement. (Previously, maximum of 1 year's entitlement could be carried over.)

Bereavement Leave: Maximum of 3 consecutive scheduled working days' paid leave upon death of current spouse and current-in-laws. (Previously, maximum of 3 consecutive days. Spouse and in-laws' status was unspecified.)

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 93% of employee's regular salary and UIC benefit.

Health and Welfare: Life Insurance - Effective April 1, 1989, benefit is 85% (75%) of regular salary. Effective January 1, 1990, 100%.

Semi-Private Hospitalization - Effective March 18, 1989, benefit is \$40 (\$35) per day. Effective January 1, 1990 and 1991, \$45 and \$50 respectively.

Short-Term Sickness Plan - Effective January 1 of each year, employee receives 8 (6) days of sick leave credits at 100% of regular salary and 122 (124) days at 75%.

Short-Term Sickness Incentive Plan (new) - Employee receives 50% of regular salary for any of the 8 unused sick day credits. Payable annually.

Employee receives no pay for the first day of the third and subsequent absences, excluding hospitalization.

Vision - Maximum claim is \$100 (\$60) per person every 2 years.

Paid Medical Leave: Maximum 4 hours per appointment, twice per year for employee's pre-approved medical appointments.

Court Attendance: Employee whose attendance at court, on a work-related case, falls on a regularly scheduled day off, will receive a day off in lieu in the same pay period (new).

Meal Allowance: \$5 (\$4) after 3 hours of unscheduled overtime and an additional \$5 after a further consecutive 3 hours (new).

Safety Shoe Allowance: \$53 (\$43) per year for summer shoes, \$68 (\$58) for summer boots and \$88 (\$78) for winter insulated boots.

Laidlaw Transit Limited, previously Travelways School Transit Limited, Mississauga Division - Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

| | | | |
|---------------|-------------------|-------------------|-------------------|
| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
| | General Increases | 23.5% | 4% |

School Vehicle Driver
Rates per Shift

| | | |
|-----------------|----------------------|---------|
| Large Bus | \$17.01 (\$13.77) | \$17.69 |
| Wheel Chair Bus | \$22.36 (\$18.10) | \$23.25 |
| Station Wagon | \$30.68 (\$24.84) | \$31.91 |

COMMUNICATION

Canada Post Corporation, system-wide - Postmasters and Assistants (CLC) (full-time and part-time revenue postal operations group employees): A 48-month early renewal agreement effective from January 1, 1987* to December 31, 1990, covering 1,536 Ontario employees, settled at the bargaining stage. Duration of negotiations - 29 months.

* Previous agreement was scheduled to expire January 3, 1987. However, the January 2, 1987 wage increase negotiated under that agreement remains effective.

| | | | | | |
|--------|-------------|------------------|------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/88</u> | <u>Jan. 1/89</u> | <u>July 1/89</u> | <u>Jan. 1/90</u> |
| | General | 3% | 3% | | 3.5% |
| | Increases | | | | |
| | Additional | One step | | One step | |
| | Adjustments | added at | | added at | |
| | | bottom of | | top of | |
| | | increment | | increment | |
| | | structure | | structure | |

Sub-Group A

Post Offices
Grades 1 to 6

| | | | | |
|------------|----------|--------|--------|--------|
| Postmaster | \$9.13 | \$9.40 | \$9.40 | \$9.73 |
| Level 1 | (\$8.86) | | | |

Sub-Group B

Annual Rates

Post Offices
Grades 1 to 6

| | | | | |
|---------------------------------|-----------|-----------|-----------|-----------|
| Postmaster | \$29,613- | \$29,613- | \$29,613- | \$29,613- |
| Grade 6 | \$32,368 | \$33,339 | \$34,008 | \$35,196 |
| Post Office (\$29,613-\$31,425) | | | | |

Effective January 1, 1989, maximum rate for Postmaster Grade 6 is reached after 4 (3) annual increases. Effective July 1, 1989, after 5 annual increases.

Lump-Sum Settlement Payment: \$1,000 per full-time employee. \$400-\$800 per part-time employee.

COLA: 1¢ per 0.26 point change in the CPI - 1971=100, using the December 1988 and the December 1989 indexes as bases for COLA adjustments in 1989 and 1990 respectively. Adjusted quarterly. Triggered at 7% (5%) per year and payable as a lump sum. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: 1.66 days per month after 7 (8) years of service.

Health and Welfare: Major Medical - Employer pays 100% (50%) of premium costs.

Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$130 every 2 years.

Hearing (new) - Employer pays 100% of premium costs. Maximum claim is \$600 every 5 years.

Dental - Eligibility extended to include part-time employees who work 17½ (20) or more hours per week. Effective March 30, 1989, coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1990, the 1988 ODA fee schedule.

ELECTRIC POWER, GAS AND WATER UTILITIES

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from February 1, 1989 to January 31, 1991, covering 927 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

| Wages: | Effective | Feb. 1/89 | Feb. 1/90 | July 1/90 |
|--|-----------|--|-------------------|---------------------|
| General Increases | | 6.9% | 6% | 0.7% |
| Labourer | | \$15.72 (\$14.83) | \$16.66 | \$16.78 |
| Journeyman A (includes Lineman A) | | \$20.83 (\$19.49) | \$22.08 | \$22.23 |
| <u>Weekly Rates</u> 35 hours per week | | | | |
| Clerk Grade 1 | | \$392.00-\$547.40 (\$366.80-\$512.05) | \$415.45-\$580.30 | \$418.25-\$584.50 |
| Technical Assistant Grade 3 | | \$843.50-\$940.10 (\$788.90-\$879.55) | \$894.25-\$996.45 | \$900.55-\$1,003.45 |

Maximum rates for salaried employees are reached on merit.

Student rate increased by \$20 per week at the end of the previous agreement.

| | |
|-----------------------------|---|
| COLA: | 1% per 1% change in the CPI - 1971=100, using the December 1989 index published in January 1990, as the base. Triggered at 7.7% (3.5%). Adjusted and folded into wages every 2 months. (Basic formula is unchanged. Formula did not trigger.) |
| Shift Premium: | 0-50¢-50¢ (0-45¢-50¢) for eligible night patrol servicemen. Effective February 1, 1990, 0-55¢-60¢ for certain salaried employees. |
| Bereavement Leave: | 5 (3) days' paid leave upon death of parent. |
| Paid Adoption Leave (new): | Maximum 4 weeks' paid leave upon adoption of a child up to age 6, who is not the birth-child of either parent. |
| Paid Paternity Leave (new): | 2 days' paid leave upon birth of child or immediately thereafter. |
| Paid Education Leave: | Employee electing to upgrade employment qualifications, will receive time off during working hours plus travelling time to write exams. |
| Health and Welfare: | <u>Vision</u> - Maximum claim is \$150 (\$110) per person every 2 years. <u>Dental</u> - Maximum lifetime claim for orthodontic coverage is \$2,000 (\$1,000) per person. |
| Meal Allowance: | \$9 (\$7). Effective February 1, 1990, \$10. |
| Mileage Allowance: | 29¢ (28¢) per kilometre. Future increases will continue to be in accordance with the Transportation Index of the CPI. |
| Safety Shoe Allowance: | \$100-\$120 (\$70-\$80) based on classification. |

FINANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Chargex Centre at Toronto - Local 2104, CLC
Directly Chartered (full-time and part-time employees): A 12-month renewal agreement effective from January 27, 1989 to January 26, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| | | |
|--------|--|--------------------------------------|
| Wages: | Effective | <u>Mar. 1/89</u> |
| | General Increase | 5.75% |
| | Additional Adjustment | Salary Grid Restructured |
| | Clerk 1 (File clerk) | \$8.05-\$9.46 (\$7.59-\$8.92) |
| | Clerk 9 (includes Assistant Investigator) | \$16.23-\$20.28 (\$15.31-\$19.13) |

Maximum rates are reached on merit.

Paid Vacation: 5 weeks after 20 (25) years of service.

Bereavement Leave: Maximum 3 working days. (Previously, 3 consecutive days.)

Meal Allowance: \$8.50 (\$7.50) after 2 hours of overtime.

EDUCATION AND RELATED SERVICES

Leeds and Grenville County Board of Education at Brockville - Ontario Secondary School

Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 330 employees, settled at the post mediation bargaining stage. Duration of negotiations - 14 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|--------|-----------------------------------|--|--|
| | General Increases | 4.5% | * |
| | Additional Adjustments | | 0-12 (0-13) years on salary grid for Teacher- Categories III and IV |
| | Teacher-Category I 0-11 years | \$25,236-\$40,232 (\$24,149-\$40,413) | |
| | Teacher Category IV 0-13 years | \$30,633-\$52,882 (\$29,314-\$50,605) | |
| | Vice-Principal 0-3 years | \$58,293-\$62,636 (\$55,783-\$59,939) | |
| | Principal 0-3 years | \$63,682-\$70,850 (\$60,940-\$67,799) | |

* Increase to equal the percentage increase in the CPI from July 1988 to July 1989.

Responsibility Allowances: Increased by 4.5%.

Paid Maternity Leave (new): Maximum 17 weeks at the difference between 50% of wages and the UIC benefit. Effective September 1, 1989, 60%.

Health and Welfare: Dental - Coverage is based on the previous (current) year's ODA fee schedule. Orthodontic coverage is added on a 50%-50% co-insurance basis. Maximum claim is \$2,000.

Leeds and Grenville County Board of Education at Brockville - Federation of Women

Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 535 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 14 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|--------|-------------------|-------------------|-------------------|
| | General Increases | 5% | * |

| | |
|-----------------------------------|--|
| Teacher-Category D 0-5 years | \$19,294-\$26,558 (\$18,376-\$25,294) |
| Teacher-Category A1 0-11 years | \$25,341-\$42,166 (\$24,135-\$40,159) |
| Teacher-Category A4 0-12 years | \$30,685-\$52,710 (\$29,224-\$50,200) |

Principal

| | |
|-----------------------|--|
| A School | \$58,581 (\$55,792) |
| B School 0-4 years | \$57,431-\$62,716 (\$54,697-\$59,730) |

* Increase to equal the percentage increase in the CPI for Ontario from June 1988 to June 1989 plus 0.5%. Principal's salary restructured to equal 109%-119% of Teacher-Category A4 maximum, and the elimination of "A" School and "B" School salary categories.

| | | |
|--------------------------------|--|-------------------|
| Responsibility Allowances: | Administrative Assistant (new) | \$4,692 |
| | Co-ordinator deleted | (\$4,469) |
| | Vice-Principal | \$4,020 (\$3,829) |
| | Consultant | \$3,128 (\$2,979) |
| | Resource Teacher | \$1,000 (new) |
| | Designated Teacher | \$778 (\$742) |
| | Effective September 1, 1989, increased in accordance with the general salary increase. | |
| Paid Maternity Leave: | Effective September 1, 1989, wages equivalent to the UIC benefit for the 2-week waiting period (new). | |
| Paid Union Leave: | 15 (10) days for union executives. | |
| Sick Leave: | 20 days per full year of employment (unchanged) with a maximum accumulation of 250 (240) days. | |
| Health and Welfare: | <u>Dental</u> - Effective April 7, 1989, coverage is based on the 1988 (1986) ODA fee schedule. | |
| | <u>Continuation of Benefits</u> - Effective March 7, 1989, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new). | |
| Paid Preparation Time: | Effective September 1, 1989, guarantee of 150 minutes per week. (Previously, 150 minutes entitlement.) | |
| Professional Development Fund: | Effective September 1, 1990, 3½ (3) times the Teacher-Category A1 grid maximum. | |

London City Board of Education - Ontario Secondary School Teachers' Federation (Ind.):

A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 1,059 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Feb. 1/89</u> | <u>Sept. 1/89</u> |
|--------|--|--|-------------------|-------------------|
| | General Increases | 4% | 1.23% | 5% |
| | Teacher - Category 1 0-10 years | \$23,549-\$39,879 (\$22,643-\$38,345) | \$23,839-\$40,370 | \$25,031-\$42,389 |
| | Teacher - Category 4 0-10 years | \$28,815-\$52,836 (\$27,707-\$50,804) | \$29,169-\$53,486 | \$30,627-\$56,160 |
| | Vice-Principal and Program Supervisor 0-2 years | \$59,671-\$62,957 (\$57,376-\$60,536) | \$60,405-\$63,731 | \$63,425-\$66,918 |
| | Principal 0-3 years | \$65,640-\$70,571 (\$63,115-\$67,857) | \$66,447-\$71,439 | \$69,769-\$75,011 |

Responsibility Allowances: Increased by 4.87%-4.97%. Effective September 1, 1989, increased by 5%.

Paid Maternity Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Health and Welfare: Life Insurance - Effective April 1, 1989, employer pays 80% (75%) of premium costs. Benefit is 2½ times gross annual salary to a maximum \$200,000 (\$140,000). Effective in 1990, 85%.

OHIP - Effective April 1, 1989, employer pays 80% (75%) of premium costs. Effective in 1990, 85%.

LTD - Effective April 1, 1989, maximum benefit is \$6,000 (\$4,095) per month.

Drug Plan - Effective April 1, 1989, prescription coverage is 100% (90%).

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board at Cornwall

- Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 269 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|--------|--------------------------------|--|-------------------|
| | General Increases | 5% | 5% |
| | Teacher-Class D 0-6 years | \$19,631-\$26,338 (\$18,696-\$25,084) | \$20,613-\$27,655 |
| | Teacher-Class A1 0-12 years | \$23,932-\$41,390 (\$22,792-\$39,419) | \$25,129-\$43,460 |

| | | |
|------------------|---------------------|-------------------|
| Teacher-Class A4 | \$28,499-\$51,433 | \$29,924-\$54,005 |
| 0-12 years | (\$27,142-\$48,984) | |

Responsibility Allowances: Increased by 5%.

Health and Welfare: Dental - Coverage continues to be updated each January 1 to the ODA fee schedule 3 years behind the current year.

Paid Preparation Time: Effective April 3, 1989, 30 minutes per week for each Teacher who has no contact time from pre-kindergarten to Grade 6 and 60 minutes for Grade 7 and 8. Effective September 1, 1989, 90 minutes. Effective September 1, 1990, 120 minutes.

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 16 months.

| | | | | |
|--------|---------------------|---------------------|-------------------|-------------------|
| Wages: | Effective | <u>Jan. 1/88</u> | <u>June 1/88</u> | <u>Jan. 1/89</u> |
| | General Increases | 4% | 1% | 5%* |
| | <u>Weekly Rates</u> | | | |
| | 35 hours per week | | | |
| | Clerical | \$376.59-\$425.99 | \$380.36-\$430.25 | \$399.38-\$451.77 |
| | Assistant | (\$362.11-\$409.61) | | |
| | Administrative | \$421.17-\$480.20 | \$425.38-\$485.00 | \$446.65-\$509.25 |
| | Assistant | (\$404.97-\$461.73) | | |

Maximum rates are reached after 4 years.

* Conditional wage re-opener if the Toronto CPI-1981=100, increases by more than 6% above the December 1988 index.

Paid Vacation: 30 days after 26 (27) years of service. Effective January 1, 1989, 30 days after 25 years.

Bereavement Leave: 3 days' paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Life Insurance - Effective May 14, 1989, benefit is \$120,000 (\$100,000).

LTD - Effective May 14, 1989, employer pays 100% (75%) of premium costs.

Dental - Effective May 14, 1989, coverage is based on the 1988 (1986) ODA fee schedule. Plan is extended to include caps, crowns and dentures (new).

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new).

| | |
|---|--|
| Administrative Assistant Allowance (new): | \$200 per year. |
| Dispatching for Public Schools Allowance: | \$2,800 (\$2,200) per year. |
| Acting Pay: | Effective May 14, 1989, employee assigned to replace another employee at a higher classification for a minimum of 1 (10) full working day receives a replacement allowance equal to the last increment of their classification prorated for the period of replacement. |

Waterloo Region Roman Catholic Separate School Board at Kitchener - Local 2512, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 290 employees, settled with mediation assistance. Duration of negotiations - 11 months.

| Wages: | Effective | Sept. 1/88 | Sept. 1/89 |
|--------|---|-------------------------------------|-----------------|
| | Increases | Restructuring of salary grids* | 25¢ |
| | Class 1 (includes Lunch Hour Supervisor) | \$7.65-\$8.82 (\$7.40-\$8.57) | \$7.90-\$9.07 |
| | Class 11 (includes Elementary School Secretary) | \$12.45-\$13.62 (\$8.10-\$10.18) | \$12.70-\$13.87 |

Maximum rates are reached after 2 years in 4 steps.

* Employees will be green/red circled according to their position on the new salary grids. Green circled employees will move to their new rate as follows: 25¢ on September 1, 1988 and four equal installments of any remaining differential payable on September 1, 1988, March 1, 1989, September 1, 1989 and January 1, 1990.

University of Toronto - Local 2, Canadian Educational Workers (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 2,200 employees, settled during a work stoppage. Duration of negotiations - 7 months.

| Wages: | Effective | Sept. 1/88 | Sept. 1/89 |
|--------|--|------------|------------|
| | Increases | | |
| | Undergraduate Students | 6.3% | 7% |
| | Graduate Students without a Master's Degree (MA) | 6.3% | 6% |

| | | |
|--|----------------------|---------|
| Graduate Students with an MA | 6.3% | 5% |
| Undergraduate | \$18.95 (\$17.83) | \$20.28 |
| Graduate Student with less than 2 years of full-time graduate study and without an MA or equivalent | \$21.67 (\$20.39) | \$22.97 |
| Graduate Student with 2 or more years of full-time graduate study, with MA or equivalent, and all Post-Doctoral Fellows | \$24.24 (\$22.80) | \$25.45 |

Job Security
(new):

Ph. D. students and post doctoral fellows who have worked for one appointment will be offered a position for a second comparable appointment (new).

University of Toronto, Libraries - Local 1230, Canadian Union of Public Employees (CLC) (part-time and temporary non-professional employees): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 292 employees, settled at the conciliation officer stage. Duration of negotiations - 8½ months.

| Wages: | Effective | Sept. 1/88 | Sept. 1/89 |
|---|---|--|--|
| Increases | | | |
| Regular part-time employees | | \$1,600 pro-rated on % of full-time hours worked | \$1,550 pro-rated on % of full-time hours worked |
| Temporary part-time employees and Assistant Library Technicians | | 85¢ | 85¢ |
| <u>Regular Part-time Annual Rates</u> | | | |
| Library Technician III 3 levels | | \$20,232-\$21,960 (\$18,632-\$20,360) | \$21,782-\$23,510 |
| Library Technician V 3 levels | | \$24,309-\$26,479 (\$22,709-\$24,879) | \$25,859-\$28,029 |
| <u>Hourly Rates</u> | | | |
| Temporary part-time employees and Assistant Library Technicians 4 levels | | \$8.20-\$9.46 (\$7.35-\$8.61) | \$9.05-\$10.31 |
| Paid Vacation: | 10% after 20 years of service for regular part-time employees only (new). | | |

HEALTH AND WELFARE SERVICES

Scarborough General Hospital - Local 1487, Canadian Union of Public Employees (CLC)
(part-time service and maintenance employees and students): A 24-month renewal agreement effective from September 29, 1987 to September 28, 1989, covering 406 employees, settled at the bargaining stage. Duration of negotiation - 12 months.

The parties agreed to the same terms of settlement as awarded by the arbitration board for CUPE and the participating hospitals, reported in February 1989, and the following change in the meal allowance.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
|--------|-------------------|--|--------------------|
| | General Increases | 6% | 5% |
| | Aide | \$10.680-\$10.826 (\$10.075-\$10.213) | \$11.214-\$11.367 |
| | R.N.A. | \$11.932-\$12.132 (\$11.257-\$11.445) | \$12.529-\$12.738 |

Maximum rates are reached after 1,725 hours worked.

Meal Allowance: \$5 (\$3.50) after 3 hours of overtime.

Scarborough General Hospital - Local 1487 - Canadian Union of Public Employees (CLC)
(full-time service and maintenance employees): A 24-month renewal agreement effective from September 29, 1987 to September 28, 1989, covering 382 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

The parties agreed to the same terms of settlement as awarded by the arbitration board for CUPE and the participating hospitals, reported in February 1989, and the following change in the meal allowance.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
|--------|---------------------------|--|--------------------|
| | General Increases | 6% | 5% |
| | Aide | \$10.680-\$10.826 (\$10.075-\$10.213) | \$11.214-\$11.367 |
| | R.N.A. | \$11.932-\$12.132 (\$11.257-\$11.443) | \$12.529-\$12.738 |
| | Journeyman Electrician | \$14.665-\$14.971 (\$13.835-\$14.124) | \$15.398-\$15.720 |

Meal Allowance:\$5 (\$3.50) after 3 hours of overtime.

Wellesley Hospital at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (clerical employees): A 24-month renewal agreement effective form October 1, 1988 to September 30, 1990, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

| Wages: | Effective | Oct. 1/88 | Oct. 1/89 |
|--------|--|---|-----------------|
| | General Increases | 58¢ | 57¢ |
| | Additional Adjustments | Restructuring of wage grid from 8 to 10 levels due to internal equity adjustments | |
| | Grade 2 (includes File Clerk) | \$9.84-\$10.76 (\$9.26-\$10.18) | \$10.41-\$11.33 |
| | Grade 9 (includes Maintenance Planner) | \$12.15-\$13.23 (\$11.56-\$12.64) | \$12.72-\$13.80 |

Maximum rates are reached after 3 years.

Standby Pay: Effective March 1989, \$2.10 (\$1.40) per hour.

Paid Holidays: Effective in 1989, an additional floating day is added for a total of 12 (11) days.

Paid Vacation: Effective September 1, 1989, 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new).

Paid Adoption Leave (new): Effective April 1, 1989, maximum 15 weeks at the difference between 75% of wages and the UIC benefit paid after a 2-week waiting period.

Health and Welfare: Life Insurance - Effective October 1, 1989, employer pays 100% of premium costs. (Previously, 100% for the first \$3,000 coverage and 75% for any additional coverage.)

Vision - Effective October 1, 1989, maximum claim is \$90 (\$60) every 2 years.

Dental - Effective July 1, 1990, employer pays 75% (50%) of premium costs.

Continuation of Benefits (new) - Effective from April 1, 1989, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave.

Addenda

December 1988 Settlements

EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Local 3111 - Canadian Union of Public Employees (CLC) (educational assistants): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 695 employees, settled at the bargaining stage and ratified in December 1988. Duration of negotiations - 13 months.

| Wages: | Effective | Jan. 1/88 | June 1/88 | Jan. 1/89 |
|--------|-----------------------|--|-------------------|-------------------|
| | General Increases | 4% | 1% | 5%* |
| | Educational Assistant | \$11,184-\$14,082 (\$10,754-\$13,540) | \$11,296-\$14,222 | \$11,861-\$14,934 |

* Conditional wage re-opener if the Toronto CPI-1981=100, increases by more than 6% above the December 1988 index.

Maximum rate is reached after 3 annual increases.

Paid Vacation: 30 days after 26 (27) years of service. Effective January 1, 1989, 30 days after 25 years.

Bereavement Leave: 3 days' paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Life Insurance - Effective February 13, 1989, benefit is \$120,000 (\$100,000).

LTD - Employer pays 100% (75%) of premium costs.

Dental - Effective February 13, 1989, coverage is based on the 1988 (1986) ODA fee schedule. Plan is extended to include caps, crowns and dentures (new).

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new).

Acting Pay (new): Effective February 13, 1989, employee assigned to replace another employee at a higher classification for a minimum of one full working day receives a replacement allowance equal to the last increment of their classification prorated for the period of replacement.

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC)
(chief caretakers, chief engineers and stationary engineers): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 224 employees, settled at the bargaining stage and ratified in December 1988. Duration of negotiations - 12 months.

| Wages: | Effective | Jan. 1/88 | June 1/88 | Jan. 1/89 |
|--|-----------|----------------------|-----------|-----------|
| General Increases | | 4% | 1% | 5* |
| 4th Class Engineer | | \$13.43 (\$12.91) | \$13.56 | \$14.24 |
| Chief Caretaker Code "F", holding a 3rd Class Engineer's Certificate or higher | | \$17.50 (\$16.83) | \$17.68 | \$18.56 |

* Conditional wage re-opener if the Toronto CPI-1981=100, increases by more than 6% above the December 1988 index.

Paid Vacation: 30 days after 26 (27) years of service. Effective January 1, 1989, 30 days after 25 years.

Bereavement Leave: 3 days' paid leave upon death of grandparent or grandchild (new).

Health and Welfare: Life Insurance - Effective February 5, 1989, benefit is \$120,000 (\$100,000).

LTD - Effective February 5, 1989, employer pays 100% (75%) of premium costs.

Dental - Effective February 5, 1989, coverage is based on the 1988 (1986) ODA fee schedule. Plan is extended to include caps, crowns and dentures (new).

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new).

Travel Allowance: Effective December 4, 1988, \$1.65 (\$1.55) per move. Effective January 1, 1989, \$1.75.

Acting Pay: Employee assigned to replace another employee at a higher classification for one (two) or more working day receives a replacement allowance equal to the last increment of their classification prorated for the period of replacement.

February 1989 Settlements

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Nepean - Occasional Teachers' Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 365 employees, settled at the bargaining stage and ratified in February 1989. Duration of negotiations - 2 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Sept. 1/90 |
|-----------|-----------|--|---|--|
| Increases | | \$7.75 per day for Casual Occasional Teacher Without a Degree; \$10 for Teacher With a Degree | \$8 per day for Teacher Without a Degree; \$10 for Teacher With a Degree | \$3 per day for Teacher Without a Degree; \$2 for Teacher With a Degree |

Daily Rates*

Casual Occasional Teacher

| | | | |
|------------------|-------------------|-------|-------|
| Without a Degree | \$86 (\$78.25) | \$94 | \$97 |
| With a Degree | \$100 (\$90) | \$110 | \$112 |

* Daily rates include holiday and vacation pay.

Long-Term Occasional Teacher - Employed for a period of 20 or more consecutive teaching days as a replacement for a teacher with a permanent, probationary or temporary contract, receives in both years a daily rate in accordance with the current salary grid for full-time teachers under the Ontario English Catholic Teachers' Association agreement.

The following provisions apply only to Long-Term Occasional Teachers whose assignment is 4 months or longer.

| | |
|---|--|
| Compassionate Leave: | 3 days' paid leave per year at the discretion of the superintendent (new). |
| Paid Paternity Leave: | 2 days' paid leave for needs directly related to the birth of a child at the discretion of the superintendent (new). |
| Leave with Pay for Family-Related Responsibilities: | 2 days' paid leave for needs directly related to the adoption of a child (new). |

Haldimand Board of Education at Cayuga - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 241 employees, settled with mediation assistance and ratified in February 1989. Duration of negotiations - 12 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|--|---|--|-------------------|
| | General Increases | 5.2% | 5% |
| | Teacher-Category D 0-6 years | \$18,947-\$26,309 (\$18,010-\$25,009) | \$19,894-\$27,625 |
| | Teacher-Category A1 0-11 years | \$25,226-\$42,487 (\$23,979-\$40,387) | \$26,487-\$44,611 |
| | Teacher-Category A4 0-11 years | \$30,032-\$53,106 (\$28,548-\$50,481) | \$31,534-\$55,761 |
| Responsibility, Extra Degree and Special Allowances: | Increased in accordance with the general salary increases. Principal A responsibility allowance eliminated in second contract year. | | |

Health and Welfare (full-time): OHIP - Effective September 1, 1989, employer pays 95% (90%) of premium costs.

Extended Health - Effective February 25, 1988, maximum claim is \$150 (\$100) per person every 2 years. Effective September 1, 1989, employer pays 95% (90%) of premium costs.

Dental - Effective September 1, 1989, employer pays 95% (90%) of premium costs. Plan is extended to include dentures and partial plates, with 50%-50% co-insurance (new).

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new).

Note: Health and welfare benefits are pro-rated for part-time employees.

Paid Preparation Time (new): 60 minutes per week. Effective September 1, 1989, 120 minutes.

Huron County Board of Education at Clinton - Fed. of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A
24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 382 employees, settled with mediation assistance and ratified in February 1989. Duration of negotiations - 13 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Feb. 1/89</u> | <u>Sept. 1/89</u> |
|--------|-----------------------------------|--|-------------------|-------------------|
| | General Increases | 3.95% | | 5.1% |
| | Teacher-Category D 0-6 years | \$19,875-\$26,580 (\$19,120-\$25,570) | \$20,204-\$26,969 | Eliminated |
| | Teacher-Category A1 0-10 years | \$23,274-\$40,717 (\$22,390-\$39,170) | \$24,300-\$41,700 | \$25,542-\$43,832 |
| | Teacher-Category A4 0-10 years | \$27,474-\$52,079 (\$26,430-\$50,100) | \$29,200-\$52,800 | \$30,693-\$55,500 |

| Responsibility Allowances: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
|----------------------------|------------------------------------|-----------------------|-------------------|
| | Principal | \$10,300 (\$9,830) | \$10,850 |
| | T.R. Principal | \$6,000 (\$5,710) | \$6,300 |
| | Vice-Principal and Co-ordinator | \$5,360 (\$5,150) | \$5,630 |
| | Area Resource Teacher | \$1,020 (\$980) | \$1,070 |
| | Teacher Special Education | \$570 (\$550) | Eliminated |

| | | | |
|-------------------------|-------------------|------------------|-------|
| Extra Degree Allowance: | Master's Degree | \$860 (\$830) | \$910 |
| | Bachelor's Degree | \$320 (\$310) | \$350 |

Health and Welfare: Dental - Effective April 1, 1989 and 1990, coverage is based on the 1987 (1985) and 1988 ODA fee schedules respectively.

Professional Development Fund: Increased by 4% and 5% effective January 1, 1989 and 1990 respectively.

Paid Preparation Time: Effective September 1, 1989, a minimum of 120 (100) minutes per week. Pro-rated for teachers whose assignment is less than full-time.

Welland County Roman Catholic Separate School Board at Welland - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 534 employees, settled with mediation assistance and ratified in February 1989. Duration of negotiations - 11 months.

| Wages: | Effective | <u>Sept. 1/88</u> | <u>Feb. 1/89</u> |
|-------------------------------|-----------|--|------------------------|
| General Increases | 3% | | 2.5% non-compounded |
| Teacher-Level 1 0-6 years | | \$17,924-\$25,424 (\$17,402-\$24,684) | \$18,359-\$26,041 |
| Teacher-Level 4 0-12 years | | \$23,702-\$41,468 (\$23,012-\$40,261) | \$24,277-\$42,475 |
| Teacher-Level 7 0-13 years | | \$28,996-\$51,305 (\$28,152-\$49,811) | \$29,700-\$52,550 |
| | Effective | <u>Sept. 1/89</u> | <u>Feb. 1/90</u> |
| General Increases | 3% | | 2.5% non-compounded |
| Teacher-Level 1 | | \$18,909-\$26,822 | \$19,368-\$27,473 |
| Teacher-Level 4 | | \$25,005-\$43,749 | \$25,612-\$44,811 |
| Teacher-Level 7 | | \$30,591-\$54,126 | \$31,333-\$55,440 |

Paid Maternity Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Paid Paternity Leave: 2 (1) days allowed against sick leave credits.

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule and is extended to include orthodontic services with 50%-50% co-insurance to a \$1,000 lifetime maximum (new) and 50%-50% co-insurance for dentures (new).

Paid Preparation Time: Effective September 1, 1989, the number of minutes generated by the hiring of 6.5 full-time elementary teachers and any unscheduled preparation time enjoyed previous to the hiring to a maximum of 200 minutes per 5-day week for each elementary English school teacher. Also, the number of minutes generated by the hiring of 2 full-time elementary teachers to a maximum of 200 minutes per 5-day week for each elementary French school teacher. Pro-rated for weeks with less than 5 instructional days and for teachers whose regular instructional duties comprise at least $\frac{1}{2}$ day and less than 1 full day (new).

Gratuity Liability Management Fund (new): Employer Contribution - 1% of annual payroll in each contract year to a fund designated for the purpose of stabilizing the impact of the Retirement Gratuity provision.

HEALTH AND WELFARE SERVICES

Queensway-Carleton Hospital at Nepean - Local 2875, Canadian Union of Public Employees (CLC)(full-time and regular and casual part-time employees): A 24-month renewal agreement effective from September 29, 1987 to September 28, 1989, covering 269 employees, settled at the bargaining stage and ratified in February 1989. Duration of negotiations - 24 months.

The parties agreed to the same terms of settlement as awarded by the arbitration board for CUPE and the participating hospitals, reported in February 1989.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
|--------------------------------|-----------|--------------------------------------|--------------------|
| General Increases | | 6% | 5% |
| Housekeeping Aide 0-3 years | | \$10.06-\$10.73 (\$9.49-\$10.12) | \$10.56-\$11.26 |
| R.N.A., Orderly 0-3 years | | \$11.29-\$12.13 (\$10.65-\$11.44) | \$11.85-\$12.73 |
| Electrician 0-4 years | | \$13.25-\$15.62 (\$12.50-\$14.74) | \$13.91-\$16.40 |

PERSONAL SERVICES

Ed Mirvish Enterprises Limited c.o.b. as Ed's Chinese Restaurant, Ed's Italian Restaurant, Ed's Seafood Restaurant, Ed's Warehouse Restaurant, Old Ed's and Ed's Folly at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (full-time and part-time service employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 325 employees, settled with mediation assistance and ratified in February 1989. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
|----------------------|-----------|------------------|------------------|------------------|
| <u>Minimum Rates</u> | | | | |
| Increases | | 22¢-69¢ | 23¢-69¢ | 24¢-79¢ |

Full-time Employees

| | | | |
|-----------|---------------------|---------|---------|
| Waiter | \$4.57 (\$4.35) | \$4.80 | \$5.04 |
| Bartender | \$10.54 (\$9.85) | \$11.23 | \$12.02 |

Health and
Welfare:

Effective July 1, 1989, employer contributes 38¢ (33¢) per hour worked to the Health and Welfare Plan. Effective July 1, 1990, 41¢. Effective July 1, 1991, 44¢.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.): A master agreement effective from October 1, 1987 to September 30, 1990 for the renewal of 18 separate agreements in the Scientific and Professional Category* that expired between September 30, 1987 and February 26, 1988, covering 3,529 Ontario employees, settled at the binding conciliation board stage in February 1989. Duration of negotiations - 15 months.

* Includes the following groups: Actuarial Sciences (AC), Agriculture (AG), Biological Sciences (BI), Dentistry (DE), Forestry (FO), Historical Research (HR), Home Economics (HE), Mathematics (MA), Nursing (NU), Occupational and Physical Therapy (OP), Pharmacy (PH), Psychology (PS), Scientific Regulation (SG), Scientific Research (SE), Social Work (SW), Defense Scientific Service (DS) and Veterinary Medicine (VM).

| | | | |
|--------|---------------------------|--|--|
| Wages: | Effective** | <u>Oct. 1/87</u> | <u>Oct. 1/88</u> |
| | General Increases | 3.6% | 4.2% |
| | Additional Adjustments | One step added to top of salary grid for 3 Groups*** | |
| | <u>Annual Rates</u> | | |
| | HR-1 6 levels | \$16,999-\$34,611 (\$16,408-\$33,408) | \$17,713-\$36,065 |
| | DS-7 3 levels | \$73,203-\$75,920 (\$70,659-\$73,282) | \$76,278-\$79,109 |
| | Effective | <u>Nov. 1/89</u> | <u>May 1/90</u> |
| | Increases | 3% | 1.2%, except .317% for AC Group and .031% for VM Group |
| | HR-1 | \$18,244-\$37,147 | \$18,463-\$37,593 |
| | DS-7 | \$78,566-\$81,482 | \$79,509-\$82,460 |

** For the AC Group, effective January 21, 1988, January 21, 1989, February 21, 1990 and August 21, 1990 respectively. For the VM Group, effective February 27, 1988, February 27, 1989, March 27, 1990 and September 27, 1990 respectively.

*** HE Group; OP Group employees in Ontario, Yukon and Northwest Territories; and PH Group employees in the DIS Sub-Group.

Paid Vacation: Effective July 1, 1989, 5 weeks after 19 (20) years of service.

Sick Leave: Unused sick leave credits will be restored to an employee reappointed to the public service within one year of lay-off.

Shift Premium: NU, VM and SG-SRE Group - 70¢ (55¢).

Weekend Premium: NU Group - 70¢ (55¢).

Diving Allowance: B1, HR and SE Group - \$7.75 (\$7.50) per hour for a minium 2 hours per dive.

Meal Allowance: \$5.50 (\$5) after 3 hours of overtime and \$5 (\$4.50) after 4 more hours.

Penological
Factor Allowance: x - \$1,500 (\$1,350).

Field Research
Allowance: HR and SE Group - \$330 (\$300) per each 30 calendar day period.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
APRIL 1989



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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Highlights

Residential Construction

In April 1989, five construction agreements were renewed involving a total of 5,520 members employed on residential projects mainly in the Metropolitan Toronto and Ottawa regions. The new terms of the contracts were established with mediation assistance in a joint settlement involving five groups of contractors, the Labourers International Union and the International Union of Operating Engineers. The expiration date of the previous agreements was April 30, 1989, which coincides with the ratification date of the new settlements.

The new contracts provide general wage package increases ranging from \$2.50 to \$3.57 per hour, or about 12% to 17% over two years. The increases in wages demonstrate the strong demand for new housing and the shortage of trained workers in the booming residential sector.

In addition to higher hourly wage rates some of the package increases include additional employer contributions to welfare, pension, and training funds.

Other terms of settlement include improvements in the provision for room and board allowance, travel allowance and handyman premiums.

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FOOD AND BEVERAGE

Thomas J. Lipton Inc. (Unox), Shopsy's Foods Division at Weston - Local 175 and 633, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 15, 1989 to January 14, 1992, covering 315 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | | |
|--------|------------------------|-------------------------------------|-------------------|-------------------|
| Wages: | Effective | <u>Jan. 15/89</u> | <u>Jan. 15/90</u> | <u>Jan. 15/91</u> |
| | General Increases | 60¢ | 60¢ | 65¢ |
| | Additional Adjustments | 21¢-50¢ for certain classifications | | |
| | Light General Labour | \$13.54 (\$12.94) | \$14.14 | \$14.79 |
| | Electrician | \$16.55 (\$15.74) | \$17.15 | \$17.80 |

COLA (new): Effective September 15, 1991, 1¢ per 0.2 point increase in the CPI - 1981=100, using the December 1990 index as the base. Triggered at 5%.

Health and Welfare: Life Insurance (full-time) - Benefit is \$15,000 (\$12,000).

AD & D (new) - Effective January 15, 1990, benefit is \$15,000.

Weekly Indemnity - Benefit is 70% of regular earnings. (Previously, 60% to UIC maximum.)

Vision - Maximum claim is \$90 (\$70) per person every 2 years. Effective January 15 1990, \$100.

Dental - Employer contributes 23¢ (20¢) per regular hour worked to the Dental Benefit Trust Fund. Effective January 15, 1990, 25¢.

Pension Plan (Full-time): Employer Contribution - 27¢ (25¢) per hour worked. Effective January 15, 1990, 30¢.

Meal Allowance: \$4.50 (\$4) for employees who work 1½ hours beyond their regular quitting time. Effective January 15, 1990, \$5.

Safety Shoe Allowance: \$60 (\$55) per year. Effective January 15, 1990, \$65.

Tool Allowance: \$125 (\$100) per year for mechanics. Effective January 15, 1990, \$150.

Omstead Foods Limited at Wheatley - Local 459, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 600 employees, settled with mediation assistance. Duration of negotiations - 1 month.

| | | | | | |
|--------|-----------|------------------|-------------------|------------------|-------------------|
| Wages: | Effective | <u>Apr. 2/89</u> | <u>Nov. 26/89</u> | <u>Apr. 2/90</u> | <u>July 29/90</u> |
| | Increases | | | | |

| Skilled Trades | Average 60¢ | | Average 35¢ | |
|-------------------------------|--|-----|-------------|-----|
| All other Full-time employees | 25¢ | 25¢ | | 25¢ |
| Seasonal Employees | 25¢ | | 25¢ | |
| Additional Adjustments | Some skilled trade classifications revised | | | |

Full-time employees

| | | | | |
|-------------------------|----------------------|---------|---------|---------|
| General Worker | \$12.62 (\$12.37) | \$12.87 | \$12.87 | \$13.12 |
| "A" Class Refrigeration | \$15.10 (\$14.47) | \$15.10 | \$15.45 | \$15.54 |

COLA: 6¢ generated under the previous agreement was added to the current COLA.

1¢ per 0.5 point change over the base of 136.4. Adjusted semi-annually. (Basic formula is unchanged.)

Paid Vacation: 3 weeks after 5 (6) years of service, 4 weeks after 14 (15) years, and 5 weeks after 23 (25) years. Effective April 1, 1990, 4 weeks after 13 years and 5 weeks after 22 years.

Bereavement Leave: 1 day's paid leave upon death of brother/sister-in-law (new).

Health and Welfare: Life Insurance - Effective June 1, 1989, benefit is \$14,000 (\$12,000). Effective April 1, 1990, \$16,000.

Weekly Indemnity (new) - Effective June 1, 1989, employer pays 100% of premium costs. Benefit is 66 2/3% of regular earnings to a maximum of \$300, for a maximum 26 weeks after 119 day elimination period. Effective April 1, 1990, \$320.

Dental - Effective May 1, 1989, coverage is based on the 1986 (1985) ODA fee schedule. Effective April 1, 1990, the 1987 ODA fee schedule.

Pension Plan: Employer Contribution - 13¢ (10¢) per non-overtime hour worked. Effective April 1, 1990, 16¢.

Technological Change (new): Employer will make reasonable efforts to train and keep employees up to date on new equipment.

Safety Shoe Allowance: \$55 (\$45) per year.

Education Allowance: Employer to reimburse employee for tuition fees and required text upon successful completion of company approved courses. (Previously, employer sponsored employees obtaining further licences, according to seniority and availability.)

Weston Bakeries Limited, Dupont Plant at Toronto - Local 647, Teamsters (AFL-CIO): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 220 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
|--------|------------------------|---------------------------------------|---------------------|
| | General Increases | 65¢ | 60¢ |
| | Additional Adjustments | 8¢ for Mixers, 10¢ for Maintenance | 10¢ for Maintenance |
| | Production Help | \$14.87 (\$14.22) | \$15.47 |
| | Maintenance Mechanic A | \$17.31 (\$16.56) | \$18.01 |

Health and Welfare: LTD - Effective May 8, 1989, benefit is \$750 (\$625) per month.

Vision - Maximum claim is \$120 (\$100) every 2 years.

Dental - Effective May 8, 1989, coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Benefits (new) - Employee who elects early retirement before age 64 receives OHIP and Drug benefits to age 65.

Pension Plan: Early Retirement Incentive Option (new) - Employee who chooses early retirement when age plus years of service equals 85, receives one-half week's pay for each year of service to a maximum of 15 weeks.

Tool Allowance: Maximum \$290 (\$280) per year. Effective January 1, 1990, \$300.

William Neilson Limited at Georgetown and Toronto - Local P529A, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1988 to November 30, 1990, covering 850 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| Wages: | Effective | Dec. 1/88 | Dec. 1/89 |
|--------|--|---------------------------|--------------------------|
| | General Increases | 5½% with a minimum of 55¢ | 5% with a minimum of 55¢ |
| | Job Class P6 (includes Packer) | \$9.67 (\$9.12) | \$10.22 |
| | Job Class T2 (includes Tractor Driver) | \$14.47 (\$13.72) | \$15.20 |
| | Job Class MIA (Electronic Technician) | \$18.56 (\$17.59) | \$19.49 |

Mileage Rate - Effective December 1, 1989, 45¢ (43¢) per mile for Long Haul Tractor Drivers.

The following changes are effective April 20, 1989 unless stated otherwise.

Health and
Welfare:

Life Insurance and AD and D - Benefit is \$22,000 (\$20,000).
Effective December 1, 1989, \$25,000.

Life Insurance for Retirees - Benefit is \$2,000 (\$1,500).
Effective December 1, 1989, \$2,500.

LTD - Benefit is 66 2/3% (65%) of regular earnings.

Vision - Maximum claim is \$100 (\$85) every 2 years.

Dental - Maximum annual claim is \$1,500 (\$1,200) per family member. Coverage is based on the 1988 (1987) ODA fee schedule. Maximum claim for dentures is \$2,000, with no co-insurance (previously, 50%-50% co-insurance with no maximum claim). Effective December 1, 1989, the 1989 ODA fee schedule.

Safety Shoe
Allowance:

\$54 or \$64 (\$52 or \$61) per year depending on designation.
Effective December 1, 1989, \$56 and \$67 respectively.

Tool Allowance:

\$60 (\$50) per year for Lubrication Mechanic and \$173 (\$163) per year for Skilled Trades. Effective December 1, 1989, \$70 and \$183 respectively.

RUBBER AND PLASTIC PRODUCTS

Goodyear Canada Inc., Bowmanville Factory and Office at Newcastle - Local 189, Rubber Workers (AFL-CIO/CLC): Two 36-month renewal agreements effective from February 19, 1989 to February 19, 1992, covering 257 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Feb. 20/89</u> | <u>Feb. 20/90</u> | <u>Feb. 20/91</u> |
|---------------------------|---|----------------------|-------------------|-------------------|
| General Increases | | 24¢ | 10¢ | 10¢ |
| COLA Fold-in | | 10¢ | 10¢* | 10¢* |
| Skilled Trades Adjustment | | 35¢ | | |
| Additional Adjustment | 35¢ for certain key manufacturing positions | | | |
| Utility Man | | \$14.16 (\$13.82) | \$14.36 | \$14.56 |
| Electrician | | \$17.12 (\$16.43) | \$17.32 | \$17.52 |

Previous rates reflect COLA folded in during the term of the previous agreement.

Lump Sum
Settlement
Payment:

Effective April 27, 1989, \$200 per employee and retirees as of February 19, 1989.

COLA: * Guaranteed fold-ins of 10¢ on February 20 of each contract year.
1¢ per 0.26 point increase in the CPI - 1971=100, using the December 1988 index as the base. Adjusted quarterly and folded in annually. 1¢ per year to be diverted to the Dental Plan. (Basic formula is unchanged.)

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Health and Welfare: Life Insurance and AD & D - Benefit is \$30,000 (\$25,000).
Survivor Income Benefit - Maximum benefit is \$450 (\$400) per month for 2 years.
Weekly Indemnity - Coverage is extended to include the day of out-patient surgery (new).
Vision - Maximum claim is \$140 (\$120) every 2 years.
Dental - Coverage is based on the previous year's (1986) ODA fee schedule.

Pension Plan: Basic Benefit - \$22 (\$20) per month per year of service.
Supplemental Benefit, Type A - \$13 (\$12.50) per month per year of service to a maximum of 30 years.

Meal Allowance: \$4 (\$3).

Safety Shoe Allowance: Employer pays 50% (40%) of the cost of safety shoes.

TEXTILE

Burlington Canada Inc. at Bramalea - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
|----------------------------|--|----------------------|-----------|
| General Increases | | 5.25% | 5.25% |
| Additional Adjustments | Some job class adjustments averaging 32¢ | | |
| Machine Cleaner | | \$9.59 (\$9.11) | \$10.09 |
| Boiler Attendant/Repairman | | \$17.28 (\$16.42) | \$18.19 |

The following changes are effective April 23, 1989, unless stated otherwise.

Shift Premium: 0-35¢-39¢ (0-32¢-36¢). Effective January 1, 1990, 0-39¢-43¢.

Paid Vacation: 5 weeks after 18 (20) years of service.

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1/1/8/15 (8/1/8/15) basis.

Dental - 100% (80%-20% co-insurance) coverage for endodontic and periodontic services and 50%-50% co-insurance for bridges, crowns and dentures (new). Maximum annual benefit is \$1,000 (\$750) per family member. Coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1990, the 1989 ODA fee schedule.

Safety Shoe Allowance: \$60 (\$57.50) per year. Effective January 1, 1990, \$65.

Protective Clothing Allowance: 1 pair of overalls per year for dye house employees (previously applied only to fixers, mechanics and machine cleaners).

Canadian General Tower Limited at Oakville - Local 292, Rubber Workers (AFL-CIO/CLC):

Two 36-month renewal agreements effective from April 1, 1989 to March 31, 1992, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> | <u>Apr. 1/91</u> |
|--------|---|----------------------|------------------|------------------|
| | General Increases | 5% | 4.5% | 4% |
| | Job Level IV (includes Utility Yardman) | \$12.57 (\$11.97) | \$13.14 | \$13.67 |
| | Operating Engineer 2nd Class | \$16.50 (\$15.71) | \$17.24 | \$17.93 |

Lump Sum Settlement Pay: \$100 per employee.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, using the March 1990 index as the base. Triggered at 6.25% and capped at 25¢ (20¢) per year. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$21,000 (\$18,000). Effective April 1, 1991, \$22,000.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - \$18 (\$17) per month per year of service. Effective April 1, 1990, \$18.50. Effective April 1, 1991, \$19.

PAPER AND ALLIED

MacMillan Bathurst Inc. at Toronto, St. Thomas and Whitby - Various Locals, Woodworkers Canada (AFL-CLC/CLC): Three 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 375 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Jan. 1/91 |
|---|-----------|--------------------|-----------|-------------------|
| General Increases | | 35¢ | 45¢ | 4.5% less 10¢* |
| General Labour | | \$14.02 (13.67) | \$14.47 | \$15.02 |
| Electrician, St. Thomas and Whitby plants | | \$16.85 (16.50) | \$17.30 | \$17.98 |

* The 10¢ reduction is taken from the previous rate before the application of 4.5%.

Shift Premium: Effective January 1, 1990, 0-35¢-55¢ (0-35¢-50¢). Effective January 1, 1991, 0-40¢-55¢.

Paid Vacation: Effective January 1, 1990, 6 weeks after 25 (27) years of service.

Health and Welfare: Weekly Indemnity - Benefit is \$339 (\$315) or UIC maximum, whichever is greater. Effective January 1, 1990, \$350. Effective January 1, 1991, \$365.

LTD - Maximum monthly benefit is \$1,500 (\$1,300).

Vision (new) - Maximum claim is \$75 per family member every 2 years.

Dental - Effective January 1, 1989, 1990 and 1991, coverage is based on the 1988 (1987), 1989 and 1990 ODA fee schedules respectively.

Medical Certificate Allowance (new): Employer pays for certificate required for weekly indemnity claim.

Pension Plan: Early Retirement (new) - Employee aged 58 may retire with unreduced pension.

Bridging Supplement (new) - Employee aged 58 with 20 years of service receives \$22 per month per year of service to a maximum 30 years, reducing to \$15 per month per year of service at age 60.

Pension Indexing (new) - Payment is equal to the total basic benefit times 50% of the percentage increase in the CPI in the preceding year, to a maximum 5%.

PRIMARY METAL

Alcan Aluminium Limited, Algoods Division at Toronto - Local 2858, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 24, 1989 to February 23, 1992, covering 350 employees, settled at the post conciliation officer stage. Duration of negotiations - 4 months.

| Wages: | Effective | Feb. 24/89 | Feb. 24/90 | Feb. 24/91 |
|-------------------|-----------|------------|------------|------------|
| General Increases | | 5.5% | 5.5% | 5.5% |

| | | | |
|---------------------------|---|---------|---------|
| Service Labourer | \$13.08 (\$12.40) | \$13.80 | \$14.56 |
| Electronic Electrician | \$15.89 (\$15.06) | \$16.76 | \$17.68 |
| Lump Sum Payments: | \$200 in each contract year. | | |
| Shift Premium: | 0-50¢-55¢ (0-45¢-50¢). Effective February 24, 1990, 0-55¢-60¢. Effective February 24, 1991, 0-60¢-65¢. | | |
| Paid Vacation: | Effective February 24, 1990, 6 weeks after 25 years of service (new). | | |
| Health and Welfare: | <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. | | |

METAL FABRICATING

AMCA International Limited, Dominion Bridge-Ontario, Mount Dennis Plant at Toronto -
Local 3390, United Steelworkers (AFL-CIO/CLC): A 24-month renewal
agreement effective from March 16, 1989 to March 15, 1991,
covering 300 employees, settled with mediation assistance.
Duration of negotiations - 3 months.

| | | | |
|--------|--|----------------------|-------------------|
| Wages: | Effective | <u>Mar. 16/89</u> | <u>Mar. 16/90</u> |
| | General Increases | 50¢ | 50¢ |
| | Job Class Increment | 36¢ (33¢) | 39¢ |
| | Job Class 3 (includes Shear Helper) | \$11.76 (\$11.20) | \$12.32 |
| | Job Class 20 (Toolmaker Developer) | \$17.88 (\$16.81) | \$18.95 |

COLA: 3 quarterly adjustments of 1¢ per 0.35 point increase in the
CPI - 1971=100, using the February 1990 index as the base.
Triggered at 4%. (Basic formula is unchanged. Formula did not
trigger.)

Health and
Welfare: Life Insurance and AD & D - Effective April 1, 1989, benefit is
\$17,000 (\$16,000). Effective April 1, 1990, \$18,000.

Weekly Indemnity - Effective April 1, 1989, benefit is \$285
(\$270). Effective April 1, 1990, \$290.

Dental - Effective April 1, 1989, coverage continues to be based
on the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - \$12.50 (\$12) per month per year of service.
Effective March 16, 1990, \$13.

Supplemental Benefit - \$12.50 (\$12) per month per year of service.
Effective March 16, 1990, \$13.

Ball Packaging Products Canada Inc., previously, Onex Packaging Inc. at Simcoe - Local 8995, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 19, 1989 to March 18, 1992, covering 268 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Mar. 20/89</u> | <u>Mar. 19/90</u> | <u>Mar. 18/91</u> |
|-------------------------------------|-----------|------------------------|-------------------|-------------------|
| General Increases | | 10¢ | 10¢ | 10¢ |
| Job Class Increment | | 14.3¢ (13.8¢) | 14.8¢ | 15.3¢ |
| Job Grade I (includes Labourer) | | \$15.00 (\$14.90) | \$15.10 | \$15.20 |
| Job Grade 21 (includes Diemaker) | | \$17.717 (\$17.522) | \$17.912 | \$18.107 |

Previous rates reflect a total of \$1.07 COLA folded into wages during the previous agreement.

COLA: 1¢ per full 0.325 point change in the CPI - 1961=100, using the December 1988 index as the base. Adjusted quarterly and folded into wages annually. (Previously, 1¢ per full 0.295 point change in the U.S. CPI - 1967=100.)

Health and Welfare: The following changes are effective April 1, 1989, unless stated otherwise.

Life Insurance - Benefit is \$23,000 (\$22,000). Effective April 1, 1990, \$24,000. Effective April 1, 1991, \$25,000.

Weekly Indemnity - Benefit is \$305-\$365 (\$285-\$345). Effective April 1, 1990, \$325-\$385. Effective April 1, 1991, \$345-\$405.

Major Medical - Maximum benefit for active and retired employees and their dependants is \$25,000 (\$20,000) per person. Automatic reinstatement is \$2,000 (\$1,000).

Vision - Maximum claim is \$85 (\$70) per person every 2 years.

Pension Plan: Basic Benefit - Effective April 1, 1989, \$25.50 (\$23.50) per month per year of service. Effective April 1, 1990, \$27. Effective April 1, 1991, \$28.

Current Retirees - Effective April 1, 1989, benefits are increased by \$60 per month.

Survivor Benefit - Effective April 1, 1989, benefits are increased by \$25 per month. Retroactive to January 1, 1987, upon death of an active employee, who would have otherwise been able to retire, death benefit for surviving spouse is equal to 60% of the commuted value of the pension based on the accredited service to January 1, 1987 (new).

MACHINERY

Invar Manufacturing Ltd., previously Bata Industries Limited at Batawa and Trenton - Local 1788, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 15, 1989 to March 14, 1991, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | Mar. 15/89 | Mar. 15/90 |
|---------------------------|--|--------------------------------------|-----------------|
| | General Increases | 4.5% | 4.4% |
| | Group 15 \$11.14 (Helper) | \$10.17-\$10.67 (\$9.73-\$10.21) | \$10.62- |
| | Group 1 (includes Toolmaker A) | \$14.38-\$15.26 (\$13.76-\$14.60) | \$15.01-\$15.93 |
| | Maximum rate for Helper is reached after one 6-month increase and for Toolmaker A after three 6-month increases. | | |
| Shift Premium: | 0-55¢-75¢ (0-45¢-60¢). Effective March 15, 1990, 0-65¢-80¢. | | |
| Safety Shoe Allowance: | \$70 (\$65) per year. | | |

TRANSPORTATION EQUIPMENT

Hayes-Dana Inc., Drive Train and Chassis Products Divisions at Thorold - Local 676, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1989 to May 31, 1992, covering 987 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

| Wages: | Effective | June 1/89 | June 1/90 | June 1/91 |
|--------|-------------------------|--|---|---|
| | General Increases* | | | |
| | Hourly-rated Employees | 30¢ | 30¢ | 30¢ |
| | Incentive Employees | 20¢ to employees earning less than \$18 per hour | 20¢ to employees earning less than \$18.20 per hour | 20¢ to employees earning less than \$18.40 per hour |
| | Skilled Trade Employees | 60¢ | 40¢ | 30¢ |
| | Labourer | \$16.17 (\$15.87) | \$16.47 | \$16.77 |
| | Tool Maker | \$18.95 (\$18.35) | \$19.35 | \$19.65 |

Previous rates reflect \$1.86 COLA folded into rates during the previous agreement.

* Includes the negotiated inequities adjustment.

COLA: 54¢ COLA generated under the previous agreement continues to float.

1¢ per 0.1 point change based on the 3-month average change in the CPI-1981=100, using the average index for May, June, and July 1989 as the base. Adjusted quarterly. 3¢ from each of the 11 adjustments is diverted to offset the cost of improvements in benefits and pension. (Basic formula is unchanged. Previously, a total of 13¢ diverted.)

Shift Premium: Effective June 1, 1991, 0-65¢-70¢ (0-55¢-60¢).

Health and Welfare: Life Insurance - Benefit is \$31,500 (\$29,000). Effective June 1, 1990, \$32,500. Effective June 1, 1991, \$33,500.

AD & D - Benefit is \$15,750 (\$14,500). Effective June 1, 1990, \$16,250. Effective June 1, 1991, \$16,750.

Weekly Indemnity - Benefit is \$390 (\$350). Effective June 1, 1990, \$410. Effective June 1, 1991, \$430.

LTD - Benefit is \$1,300 (\$1,200) per month. Effective June 1, 1990, \$1,400. Effective June 1, 1991, \$1,500.

Transition Survivor Income Benefit - Maximum \$475 (\$375) per month for surviving spouse with dependent child or for dependent child without parents, and \$450 (\$350) for surviving spouse or surviving child.

Bridging Survivor Income Benefit - Maximum \$450 (\$350) per month for surviving spouse.

Vision - Maximum claim is \$120 (\$40) per person every 2 years.

Dental - Maximum lifetime claim for orthodontics is \$1,250 (\$1,000) per family member. Maximum annual claim is \$1,250 (\$1,000) per family member. Effective June 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule.

Pension Plan: Future Retirees

Basic and Supplemental Benefits per Month per Year of Service/Normal Retirement -

| For retirements effective | Basic Benefit | Supplemental Benefit |
|---------------------------|----------------|----------------------|
| June 1, 1989 | \$25 (\$22.30) | \$18(\$18) |
| June 1, 1990 | \$27 | \$18 |
| June 1, 1991 | \$29 | \$18 |

* Recipients of these benefits and subsequent retirees will have the above benefits increased \$1.33 per month per year of service on each contract anniversary date.

Early Retirement "30-and-out" Special Allowance

| For retirements effective | Monthly Benefit |
|---------------------------|-------------------|
| June 1, 1989 | \$1,350 (\$1,200) |
| June 1, 1990 | \$1,500 |
| June 1, 1991 | \$1,650 |

** Recipients of these benefits and subsequent "30-and-out" retirees will have the above benefits increased \$100 on each contract anniversary date.

Current Retirees

Basic Monthly Benefits Per Year of Service - Increased by \$1.

Supplemental Monthly Benefits Per Year of Service/Normal Retirement - Increased by \$1.

Early Retirement "30-and out" Special Allowance - Increased by \$30 per month.

| | |
|---------------------------|--|
| Special Pension Payments: | Lump sum payment of \$300 (unchanged) payable in December 1989, 1990 and 1991 for all retirees with 30 or more years of service. |
| Disability Pension (new): | Employee with a disability and 10 or more years of service may retire at age 55. |
| Severance Pay (new): | \$1,500 - \$6,000 depending on years of service for employee who is laid-off due to full or partial plant closure under certain circumstances. Employer continues to pay health and welfare premiums for up to 6 months. Employee electing the severance package will cease to be eligible for any S.U.B. payment beyond election date and waives recall rights. |

Wabco Standard Trane Inc.. Wabco Division at Stoney Creek - Local 558, Electrical Workers (UE)(CLC): A 36-month renewal agreement effective from April 23, 1989 to April 22, 1992, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| | | | | |
|--------|---|--|--|--|
| Wages: | Effective | <u>Apr. 23/89</u> | <u>Apr. 23/90</u> | <u>Apr. 23/91</u> |
| | General Increases | 65¢ | 25¢ | 22¢ |
| | COLA Fold-in | 76¢* | | |
| | Increment Increases | 3¢ per step from Labour Grade 11 to 14 | 3¢ per step from Labour Grade 11 to 14 | 3¢ per step from Labour Grade 11 to 14 |
| | Labour Grade 2 (includes Handler-Sweeper) | \$13.90 (\$12.49) | \$14.15 | \$14.37 |
| | Labour Grade 14 (includes Gauge-Maker) | \$16.80-\$17.11 (\$15.27-\$15.58) | \$17.17-\$17.48 | \$17.51-\$17.82 |

* Includes a 15¢ COLA adjustment folded into wages on April 28, 1989.

Maximum rate for Gauge-Maker is reached after 6 months.

| | |
|------------------------|--|
| COLA: | 1¢ per 0.36 point increase in the CPI - 1971=100, using the March 1990 index as the base. Adjusted quarterly. Capped at 50¢ in the second year and 55¢ in the third year; any unused cap in the second year can be used in the third. (Basic formula is unchanged.) |
| Shift Premium: | 0-50¢-50¢ (0-45¢-45¢). Effective April 23, 1991, 0-55¢-55¢. |
| Paid Vacation: | Effective April 23, 1990, 4 weeks after 11 (12) years of service and 5 weeks after 20 (22) years. Effective April 23, 1991, 4 weeks after 10 years. |
| Bereavement Leave: | 1 day's paid leave upon death of daughter/son-in-law (new). |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Benefit is \$14,000 (\$13,000). Effective April 23, 1990 and 1991, \$15,000 and \$16,000 respectively. <u>Semi-Private Hospitalization</u> - Now included in Out-of-Country coverage. (Previously, \$7.50 per day.) <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective April 23, 1991, \$25 per family (per person) deductible. |
| Pension Plan: | <u>Basic Benefit</u> - \$18.25 (\$17.25) per month per year of pensionable service. Effective April 23, 1990 and 1991, \$18.75 and \$19 respectively. |
| Safety Shoe Allowance: | Maximum \$55 (\$50) per year. |

ELECTRICAL PRODUCTS

General Electric Canada Inc. at Burlington, Peterborough and Trenton - Various Locals.

Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from December 24, 1988 to December 23, 1991, covering 1,650 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Dec. 24/88</u> | <u>Dec. 24/89</u> | <u>Dec. 24/90</u> |
|---------------------------|-----------|---|-------------------|-------------------|
| COLA Fold-in | | 33¢ | | |
| Increases | | 43¢-64¢ | 22¢-43¢ | 16¢-37¢ |
| Skilled Trade Adjustments | | 25¢-35¢ depending on classification | | |
| Additional Adjustments | | * | | |
| <u>Peterborough Plant</u> | | | | |
| Light Assembly | | \$12.295 (\$11.535) | \$12.515 | \$12.675 |
| Tool and Die Maker | | \$16.644 (\$15.324) | \$17.074 | \$17.444 |

Previous rates reflect 8¢ COLA folded into wages during the previous agreement.

* Some reclassifications and classification adjustments. Incentive rates to be phased out during this agreement.

Lump Sum
Settlement
Payment:

\$750.

COLA:

1¢ per 0.32 point change in the CPI - 1971=100 from June to September 1989. Three further adjustments in 1990 and four adjustments in the third contract year. Folded into wages annually. (Basic formula is unchanged.)

Shift Premium:

0-4%-6% (unchanged).

Paid Vacation:

4 weeks after 10 (12) years of service, and 5 weeks after 20 (21) years.

Health and
Welfare:

Semi-Private Hospitalization - Benefit is \$35 (30) per day. Effective January 1, 1991, \$40.

Dental - Effective April 11, 1989, coverage is based on the 1987 (1986) ODA fee schedule. Orthodontic coverage is added with a lifetime maximum of \$1,000 per eligible dependant child on a 50%-50% co-insurance basis (new). Effective January 1, 1990 and 1991, the 1988 and 1989 ODA fee schedules respectively.

Pension Plan:

Basic Benefit - Effective January 1, 1989, \$11.20-\$20.80 (\$11.20-\$20) per month per year of service depending on earnings. Effective January 1, 1990, \$11.20-\$21.60. Effective January 1, 1991, \$11.20-\$22.40.

Early Retirement - Effective January 1, 1989, for retirements prior to age 60, \$11 per month per year of service to a maximum of \$110-\$330 per month depending on earnings, payable for a maximum 60 months (new).

Safety Shoe
Allowance:

\$65 (\$50).

Income Extension
Aid-Layoff:

Maximum benefit is \$363 (\$318) per week.

Employee Training
(new):

Joint management-union committee will determine a wide variety of training programs.

CONSTRUCTION

Ontario Form Work Association, province-wide - Form Work Council of Ontario, comprising Various Locals, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL); and Local 506 (Construction Division), Labourers (AFL-CIO): A 24-month renewal agreement* effective from May 1, 1989 to April 30, 1991, covering 1,900 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Resulted from a joint settlement involving:

Metropolitan Toronto Apartment Builders Association
Toronto Housing Labour Bureau
Ontario Concrete and Drain Contractors Association
Metropolitan Toronto and Vicinity Residential Low-Rise Forming
Contractors Association.

Settlement summaries for each agreement are listed on the following pages.

Settlement reported below is for Labourers Local 183. Details for other locals are not available.

| | | | |
|----------|-------------|----------------------|-----------------|
| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | Increases | \$1.75-\$2.02 | \$1.82 |
| | Form Helper | \$24.70 (\$22.95) | \$26.52 |
| | Lay-Out Man | \$27.45 (\$25.43) | \$29.27 |

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare, pension and training funds.

Welfare Fund: Effective May 1, 1990, employer contributes \$1.30 (\$1.25) per hour worked.

Pension Fund: Employer contributes 80¢ (70¢) per hour worked. Effective May 1, 1990, 90¢.

Training Fund: Effective May 1, 1990, employer contributes 12¢ (10¢) per hour worked.

| | | | |
|-------------------|---------------|-----------------|-----------------|
| Travel Allowance: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | Zone 1 | Free Zone | |
| | Zone 2 | \$6 | \$8 |
| | Zone 3 | \$8 | \$10 |
| | Zone 4 | \$10 | \$12 |
| | Simcoe County | \$15 | \$15 |

(Previously, straight time rate for all time spent travelling to the work site.)

Parking Allowance (new): \$8 per day in downtown Toronto.

Working Gloves Allowance: \$6 every 2 months for Steel Installers.

Metropolitan Toronto Apartment Builders Association - Local 183, Labourers (AFL-CIO):
A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 400 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|----------|-------------------|----------------------|-----------------|
| | General Increases | \$1.53 | \$1.30 |
| | Apartment Builder | \$21.08 (\$19.55) | \$22.38 |

Package rates shown include wages, holiday and vacation pay, employer contributions to welfare, pension and training funds.

Handyman Premium: 50¢ (40¢). Effective May 1, 1990, 60¢.

Welfare Fund: Employer contributes \$1.25 (\$1.20) per hour worked. Effective May 1, 1990, \$1.30.

Pension Fund: Employer contributes 80¢ (60¢) per hour worked. Effective May 1, 1990, 90¢.

Toronto Housing Labour Bureau - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 350 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|----------|-------------------|----------------------|-----------------|
| | General Increases | \$1.23 | \$1.27 |
| | Labourer | \$20.30 (\$19.07) | \$21.57 |

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare, pension and training funds.

Welfare Fund: Effective May 1, 1990, employer contributes \$1.30 (\$1.25) per hour worked.

Pension Fund: Employer contributes 80¢ (70¢) per hour worked. Effective May 1, 1990, 90¢.

Training Fund: Effective May 1, 1990, employer contributes 12¢ (10¢) per hour worked.

Ontario Concrete and Drain Contractors Association, OLRB Area 8 - Local 183, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 1,270 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Settlement details given below are for Labourers Local 183, unless stated otherwise.

| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|----------|----------------------------|----------------------|-----------------|
| | Increases | \$1.47-\$3.40 | \$1.27 |
| | Labourer | \$21.95 (\$20.48) | \$23.22 |
| | Combination Skilled Worker | \$24.15 (\$22.40) | \$25.42 |

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare, pension, and training funds.

| | |
|--------------------------------------|--|
| Welfare Fund: | Effective May 1, 1990, employer contributes \$1.30 (\$1.25) per hour worked. |
| Pension Fund: | Employer contributes 80¢ (70¢) per hour worked. Effective May 1, 1990, 90¢. |
| Training Fund: | Effective May 1, 1990, employer contributes 12¢ (10¢) per hour worked. |
| Room and Board Allowance: | \$50 (\$40) per day to a maximum of \$250 (\$240) per week. |
| Industry Fund (Operating Engineers): | Employer contributes 8¢ (4¢) per hour worked. |

Metropolitan Toronto and Vicinity Residential Low Rise Forming Contractors Association - Local 183, Labourers (AFL-CIO) (house basements): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 1,600 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | |
|----------|-----------------|----------------------|-----------------|
| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | Increases | \$1.53-\$2.98 | \$1.27 |
| | Labourer | \$24.58 (\$23.05) | \$25.85 |
| | Steel Installer | \$26.78 (\$23.80) | \$28.05 |

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare, pension and training funds.

| | |
|-----------------------------|---|
| Shift Premium: | \$1 (62¢) per hour worked on a regularly scheduled second shift. |
| Pension Fund: | Employer contributes 85¢ (70¢) per hour worked. Effective May 1, 1990, \$1. |
| Training and Industry Fund: | Effective May 1, 1990, employer contributes 17¢ (15¢) per hour worked. |
| Room and Board Allowance: | \$50 (\$40) per day to a maximum of \$250 (\$240) per week. |

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| | | | |
|----------|-------------------|-----------------|-----------------|
| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | General Increases | \$2.00 | \$1.75 |

| | | |
|--------------------------|----------------------|---------|
| Welder-Journeyman | \$30.21 (\$28.21) | \$31.96 |
| Welder-Bead/ Hot Pass | \$30.87 (\$28.87) | \$32.62 |

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

| | |
|---------------------------|--|
| Welfare Fund: | Employer contributes \$1.20 (90¢) per hour worked. Effective May 1, 1990, \$1.30. |
| Pension Fund: | Employer contributes \$2.15 (\$1.65) per hour worked. Effective May 1, 1990, \$2.50. |
| Room and Board Allowance: | \$77.50 (\$75) per day worked, paid weekly. Effective November 1, 1989, \$80. Effective May 1 and November 1, 1990, \$82.50 and \$85 respectively. |
| Travel Allowance: | 30¢ (25¢) per kilometre. |

TRANSPORTATION

Canadian National Railways Company, system-wide - Associated Non-Operating Railway Unions*: One master agreement covering several 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 4,536 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Maintenance of Way Employees (AFL-CIO/CLC); Transportation-Communications (AFL-CIO/CLC); Railway, Transport and General Workers (CLC); Signal and Communications Union (CLC) and Rail Canada Traffic Controllers (CCU).

| | | | | |
|--------|--|-----------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
| | General Increases | 4.5% | 4% | 4.5% |
| | Extra Gang Labourer (Maintenance of Way Employees) | \$11.025 (\$10.55) | \$11.465 | \$11.985 |

Weekly Rates

| | | | | |
|---------------------|---|------------------------|----------|----------|
| | Dispatcher (RCTC) | \$837.40 (\$801.34) | \$870.90 | \$910.09 |
| Shift Premium: | Effective May 1, 1989, 0-40¢-45¢ (0-35¢-40¢). | | | |
| Paid Vacation: | Effective January 1, 1991, 4 weeks after 9 (10) calendar years of service. | | | |
| Maternity Leave: | Supplements to UIC benefits will be increased on the same dates and to the same levels as weekly indemnity benefit. | | | |
| Bereavement Leave: | 3 days' paid leave upon death of grandparent (new). | | | |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Effective January 1, 1990, benefit is \$22,000 (\$20,000). | | | |

Life Insurance for Retirees - Effective January 1, 1991, benefit is \$5,000 (\$4,000).

Weekly Indemnity - Effective May 1, 1989, benefit is 70% of base pay exceeding \$120.01 to a maximum of \$390 (\$370), or the lesser of \$80 or 75% of weekly base pay which is less than \$120.01 (unchanged). Effective January 1, 1990, 70% to a maximum of \$410. Effective January 1, 1991, the greater of \$425 or UIC maximum.

Major Medical - Effective January 1, 1990, maximum lifetime claim is \$32,000 (\$30,000).

Hearing - Effective May 1, 1989, maximum claim is \$250 (\$200) every 5 consecutive years.

Dental - Effective January 1 of each contract year, coverage is updated to the current year's (1988) Provincial Dental Association's fee schedule. Maximum annual claim for restorative care is \$1,000 (\$900) per person.

Job Security/
Relocation
Allowances:

The following changes are effective May 1, 1989, unless otherwise stated.

Incidental Expenses - \$625 (\$600). Effective January 1, 1990, \$650.

Room and Board - \$165 (\$150) for single employee and \$65 (\$60) for each dependent for meals and temporary living accommodation.

Allowance for loss on Sale of Home - \$8,850 (\$8,500). Effective January 1, 1990, and 1991, \$9,200 and \$9,500 respectively.

Commuting Allowance - \$135 (\$130) per month for up to 1 year. Effective January 1, 1990 and 1991, \$140 and \$145 respectively.

Wheeled Home Relocation Cost - Effective January 1, 1990, \$5,000 (\$4,600).

Severance Pay - 2 weeks' pay per year of service after 8 (10) years of cumulative compensated service.

Pension Plan:

Pension Indexing (new) - Effective January 1, 1991, pension benefit will be adjusted annually in the preceding September by no more than 50% of the annual increase in the CPI - 1981=100 up to 6% for a maximum adjustment of 3%. Payable only to retirees at aged 65 and after 5 years of retirement, or to eligible surviving spouse. Effective January 1, 1991, a maximum of \$1,000 per month of CN pension benefits will be indexed. Effective January 1992 and 1993, maximums of \$1,250 and \$1,500 per month respectively will be indexed in each year. Effective January 1, 1990, guaranteed minimum indexing of \$9 per month for eligible retirees or \$4.50 per month for their surviving spouse.

Disability Pension - Effective January 1, 1990, eligibility requirement is after 10 (15) years of pensionable service.

Canadian Pacific Limited, CP Rail Division, system-wide - Associated Non-Operating Railway Unions*: One master agreement covering several 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 2,249 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Maintenance of Way Employees (AFL-CIO/CLC); Transportation-Communications (AFL-CIO/CLC); Signal and Communications Union (CLC) and Rail Canada Traffic Controllers (RCTC)(CCU).

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Jan. 1/91 |
|--------|--|-----------------------|-----------|-----------|
| | General Increases | 4.5% | 4% | 4.5% |
| | Extra Gang Labourer (Maintenance of Way Employees) | \$11.025 (\$10.55) | \$11.466 | \$11.982 |

Weekly Rates

| | | | |
|----------------------|------------------------|----------|----------|
| Dispatcher (RCTC) | \$837.40 (\$801.34) | \$870.90 | \$910.09 |
|----------------------|------------------------|----------|----------|

Shift Premium: Effective May 1, 1989, 0-40¢-45¢ (0-35¢-40¢).

Paid Vacation: Effective January 1, 1991, 5 weeks after 18 (19) calendar years of service.

Bereavement Leave: Effective May 1, 1989, 3 days' paid leave upon death of grandparent (new).

Health and Welfare: Life Insurance and AD & D - Effective January 1, 1990, benefit is \$22,000 (\$20,000).

Life Insurance for Retirees - Effective January 1, 1991, benefit is \$5,000 (\$4,000).

Weekly Indemnity - Effective May 1, 1989, benefit is 70% of base pay to a maximum of \$390 (\$370). Effective January 1, 1990 and 1991, to maximums of \$410 and \$425 respectively.

Major Medical - Effective January 1, 1990, maximum lifetime claim is \$32,000 (\$30,000).

Hearing - Effective May 1, 1989, maximum claim is \$250 (\$200) every 5 consecutive years.

Dental - Effective January 1, 1989 coverage is updated annually to the current year's (1988) ODA fee schedule. Maximum annual claim for restorative care is \$1,000 (\$900) per person.

Job Security/
Relocation
Allowances: The following changes are effective May 1, 1989, unless otherwise stated.

Incidental Expenses - \$625 (\$600). Effective January 1, 1990, \$650.

Room and Board - \$165 (\$150) for single employee and \$65 (\$60) for each dependent for meals and temporary living accommodation.

Allowance for Loss on Sale of Home - \$9,350 (\$8,500). Effective January 1, 1990 and 1991, \$9,700 and \$10,000 respectively.

Commuting Allowance - \$155 (\$130) per month for up to 1 year. Effective January 1, 1990 and 1991, \$160 and \$165 respectively.

Wheeled Home Relocation Cost - Effective January 1, 1990, \$5,000 (\$4,600).

Severance Pay - 2 weeks' pay per year of service after 8 (10) years of cumulative compensated service.

Pension Plan: Pension Indexing (new) - Pension benefit will be adjusted annually by no more than 50% of the annual increase in the CPI up to 6% for a maximum adjustment of 3%. Indexation is payable to retirees aged 65 or more who have been retired for at least 5 years. A maximum of \$1,500 per month of CP pension benefits will be indexed.

Disability Pension - Effective January 1, 1990, eligibility requirement is after 10 (15) years of pensionable service.

Municipal Tank Lines Limited, province-wide - Locals 91, 141, 880 and 938, Teamsters (AFL-CIO) (drivers and maintenance employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Jan. 1/91 |
|-------------------------------------|-----------|----------------------|-----------|-----------|
| General Increases | | 70¢ | 70¢ | 70¢ |
| Skilled Trades Adjustments | | 30¢ | 30¢ | 30¢ |
| Group 4 (includes General Labourer) | | \$14.63 (\$13.93) | \$15.33 | \$16.03 |
| Driver | | \$15.09 (\$14.39) | \$15.79 | \$16.49 |
| Group 1 (includes Mechanic Class A) | | \$17.08 (\$16.08) | \$18.08 | \$19.08 |
| <u>Mileage Rates</u> (per mile) | | | | |
| Sleeper | | 37.18¢ (35.78¢) | 38.58¢ | 39.98¢ |
| Other | | 33.48¢ (32.08¢) | 34.88¢ | 36.28¢ |
| Trains | | 34.68¢ (33.28¢) | 36.08¢ | 37.48¢ |
| Sleeper Trains | | 38.56¢ (37.16¢) | 39.96¢ | 41.36¢ |
| Quad Axle | | 33.98¢ (32.58¢) | 35.38¢ | 36.78¢ |

COLA: 10¢ per hour worked or 0.25¢ per mile driven for each 1% increase in the CPI - 1981=100, above the September base in each year of the agreement. Triggered at 5% annually. Adjusted and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates on October 1, 1990 and 1991. (Basic formula is unchanged. Formula did not trigger.)

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Local 667 and 677, Canadian Union of Public Employees (CLC) (office and professional unit, English Services Division and production unit): Two 34-month renewal agreements effective from July 4, 1988 to May 5, 1991, covering 2,600 Ontario employees, settled during a work stoppage. Duration of negotiations - 9 months.

| Wages: | Effective | July 4/88 | May 8/89 | July 4/89 |
|--------|--|---------------------|-------------------|-------------------|
| | General Increases | 3.5% | 4.9% | 4.9% |
| | Additional Adjustment | | .45% | |
| | <u>Annual Rates</u> | | | |
| | <u>Office and Professional</u> | | | |
| | 36.25 hours per week | | | |
| | Group 1 | \$14,282-\$14,749 | \$15,046-\$15,538 | \$15,783-\$16,369 |
| | (Office Junior) | (\$13,799-\$14,250) | | |
| | Group 9 | \$37,454-\$47,349 | \$39,458-\$49,882 | \$41,391-\$52,362 |
| | (includes | (\$36,187-\$45,748) | | |
| | Sales Promotion | | | |
| | Representative) | | | |
| | <u>Production Unit</u> | | | |
| | 40 hours per week | | | |
| | Group 1 | \$20,089-\$21,723 | \$21,164-\$22,885 | \$22,201-\$24,006 |
| | (Designer's | (\$19,410-\$20,988) | | |
| | Helper) | | | |
| | Group 9 | \$37,534-\$40,191 | \$39,542-\$42,341 | \$41,480-\$44,416 |
| | (Film Editor- | (\$36,265-\$38,832) | | |
| | in-Charge) | | | |
| | Maximum rates for Production Unit employees are reached after 3 annual increases; for Office and Professional Group 1, after one annual increase and for Group 9 employees after 6 annual increases. | | | |

Acting Pay: An employee temporarily assigned or promoted to perform principal job functions of a higher classification for a period of 4 hours up to a maximum of 4 weeks, receives a daily rate as follows:

| | | |
|----------------------------------|------------|-----------------|
| <u>Office and Professional</u> - | Groups 1-3 | \$7 (\$6.05) |
| | Groups 4-6 | \$8.50 (\$7.55) |
| | Groups 7-9 | \$10 (\$8.75) |
| <u>Production Unit</u> - | Groups 1-4 | \$8.50 (\$7.55) |
| | Groups 5-9 | \$10 (\$8.75) |

Paid Vacation: 6 weeks after 27 years of service (new).

Job Security: Guaranteed for employees hired prior to December 31, 1981 with local bumping only (unchanged) and for employees hired between January 1, 1982 and December 31, 1983 with regional bumping requirement (new). In the event, of permanent lay-off, employees hired after 1983 receive 3 weeks' pay per year of service. (Previously, 1 week's pay for each 6 months of service.)

Canada Post Corporation, system-wide - Postal Officials (Ind.) (postal supervisors):
A 54-month renewal agreement effective from January 1, 1987 to June 30, 1991, covering 1,353 Ontario employees, settled at the bargaining stage. Duration of negotiations - 24 months.

| Wages: | Effective | <u>July 1/87</u> | <u>July 1/88</u> |
|--------|--|--|-------------------|
| | General Increases | 3% | 3% |
| | Additional Adjustment | PO SUP-7 classification deleted | |
| | <u>Weekly Rates</u> (40 hours per week) | | |
| | PO SUP-1 0-2 years | \$622.13-\$639.41 (\$604.01-\$620.79) | \$640.79-\$658.59 |
| | PO SUP-6 0-2 years | \$741.34-\$763.59 (\$719.74-\$741.36) | \$763.57-\$786.49 |
| | Effective | <u>July 1/89</u> | <u>July 1/90</u> |
| | General Increases | 3.5% | 3.5% |
| | Additional Adjustment | One step added to start of each grid | |
| | PO SUP-1/SV-1* | \$640.79-\$681.65 | \$663.22-\$734.55 |
| | PO SUP-6/SV-3* | \$736.26-\$814.01 | \$762.04-\$859.36 |

* Effective December 1, 1989 and July 1, 1990, classifications restructured, with SV-1 to SV-3 replacing PO SUP-1 to PO SUP-6.

Lump Sum Payments: \$1,200 for Supervisors 2, 4, and 6.
\$800 for Supervisors 1, 3 and 5, plus an additional \$300 for Superintendents in all categories.
\$400 for part-time employees.

COLA: 1¢ per 0.26 point change in the CPI - 1971=100, using the December 1988 and the December 1989 indexes as bases for COLA adjustments in 1989 and 1990 respectively. Adjusted quarterly. Triggered at 5% and payable as a lump sum. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 95¢ (85¢) per hour worked between 5 p.m. and midnight; \$1.15 (\$1.05) per hour worked between midnight and 7 a.m.

Weekend Premium: \$1.15 (\$1.05) per scheduled hour worked.

| | |
|--|---|
| Night Work Recovery Leave (new): | 1 paid day every 4 months or 66 shifts, for regular employee with 3 years of service. |
| Health and Welfare: | <u>Vision</u> - Maximum claim is \$130 (\$120) every 2 years. <u>Dental</u> - Effective April 11, 1989, coverage is based on the 1987 (1985) ODA fee schedule. Effective January 1, 1990 and 1991, the 1988 and 1989 ODA fee schedules respectively. |
| Safety Shoe and Glove Allowance: | Entitlement to full uniforms has been extended and the \$230 and \$20 annual allowances for safety shoes and gloves respectively, have been eliminated. |
| Severance Pay: | Employee retiring at age 50 (55) will receive severance pay entitlement. |

ELECTRIC POWER, GAS AND WATER UTILITIES

North York City Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 24-month renewal agreements effective from April 1, 1989 to March 31, 1991, covering 341 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | Apr. 1/89 | Apr. 1/90 |
|--------|--|--|-----------------|
| | General Increases | 6.5% | 6% |
| | <u>Outside Employees</u> | | |
| | Group 8 (includes Labourer) | \$16.15 (\$15.16) | \$17.12 |
| | Group 3 (includes Const. and Mtce. Lineman Journeyman) | \$20.68 (\$19.42) | \$21.92 |
| | Group 1 (includes Technical Draftsman) | \$22.08-\$22.81 (\$20.73-\$21.42) | \$23.40-\$24.18 |
| | <u>Inside Employees</u> | | |
| | <u>Weekly Rates</u> 35 hours per week | | |
| | Group 1 \$513.84 (File Clerk) | \$360.56-\$484.75 (\$338.55-\$455.16) | \$382.19- |
| | Group 11 \$893.42 (Programmer Analyst) | \$793.05-\$842.85 (\$744.65-\$791.41) | \$840.63- |

Maximum rate for Technical Draftsman is reached after 12 months, for File Clerk after 3 years and for Programmer Analyst after 2 years.

COLA: Effective April 1, 1990, 1% for each full 1% change in the CPI - 1981=100, using the March 1990 index as the base. Triggered at 7% (5.2%). Adjusted quarterly. (Basic formula unchanged. Formula did not trigger.)

Shift Premium: Effective May 5, 1989, 0-65¢-65¢ (0-60¢-60¢).

Health and Welfare: Vision - Effective April 1, 1990, maximum claim is \$150 (\$125) every 2 years.

Continuation of Benefits for Retirees - Effective April 1, 1990, benefit coverage continues for health and welfare benefits for retiring employees aged 55 to 65 with the employer paying a maximum of 70% of premium costs, pro-rated by years of service (new).

Meal Allowance: Effective April 1, 1990, \$7.50 (\$7.25) after 2 hours of overtime.

Safety Shoe Allowance: Maximum \$85 (\$80) per year for Group A employees and \$55 (\$50) for Group B.

WHOLESALE TRADE

Ontario Produce Company, Oshawa Foods Division of the Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (AFL-CIO) (full-time and part-time wholesale food employees): A 24-month renewal agreement effective from March 11, 1989 to March 9, 1991, covering 550 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | Mar. 11/89 | Mar. 11/90 |
|--------|---------------------|---------------------|---------------------|
| | Increases* | | |
| | Full-time Employees | \$1.05 to top rates | \$1.05 to top rates |
| | Part-time Employees | 50¢ to top rates | 50¢ to top rates |

| | | |
|----------|--------------------------------------|-----------------|
| Packager | \$15.15-\$17.82 (\$14.24-\$16.75) | \$16.04-\$18.87 |
|----------|--------------------------------------|-----------------|

| | | |
|-------------------------|--------------------------------------|-----------------|
| Maintenance Mechanic | \$16.17-\$19.07 (\$15.32-\$18.02) | \$17.10-\$20.12 |
|-------------------------|--------------------------------------|-----------------|

* Increases are pro-rated to establish wage scales of 85%, 90% and 95% of job rate over the first 3 years of employment (unchanged).

Shift Premium: 0-75¢-80¢ (0-70¢-75¢).

Health and Welfare: Dental - Maximum lifetime claim for orthodontic coverage is \$2,000 (\$1,250).

Pension Plan: Early Retirement Incentive Plan - Employee aged 60 (62) years with 30 years of continuous service may elect to retire on full pension. On retirement prior to age 60 (62) with 30 years of service, on a pension reduced by 6% per year preceding age 60 (62); with less than 30 years of service, on a pension reduced by 3% per year preceding age 65 and an additional 3% per year preceding age 60 (62).

Meal Allowance: \$3.75 (\$3.50).

Safety Shoe Allowance: \$45 (\$40) for warehouse drivers and \$60 (\$55) if insulated footwear.

RETAIL TRADE

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - province-wide - Ontario Liquor Board Employees (NUPGE)(CLC) (full-time, part-time and casual employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering approximately 6,000 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

| | | | |
|--------|-----------------------|------------------|----------------------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 50¢ | 45¢ |
| | Additional Adjustment | | 50¢ to Licence Inspector Grade 2 |

*

Full-time Employees

| | | |
|--|--------------------------------------|-----------------|
| Clerk-Grade 2 Clerical Division 36.25 hours per week | \$11.21-\$12.26 (\$10.71-\$11.76) | \$11.66-\$12.71 |
| Liquor Store Clerk-Grade 2 40 hours per week | \$12.45-\$13.33 (\$11.95-\$12.83) | \$12.90-\$13.78 |
| Licence Inspector Grade 2 40 hours per week | \$16.02-\$18.51 (\$15.52-\$18.01) | \$18.07-\$20.73 |
| Electronic Technician 37.5 hours per week | \$19.71-\$20.84 (\$19.21-\$20.34) | \$20.16-\$21.29 |

| | | |
|-------------------------------|------------------|------------------|
| Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| General Increases | 45¢ | 30¢ |
| Clerk-Grade 2 | \$12.11-\$13.16 | \$12.41-\$13.46 |
| Liquor Store Clerk-Grade 2 | \$13.35-\$14.23 | \$13.65-\$14.53 |
| Licence Inspector | \$18.52-\$21.18 | \$18.82-\$21.48 |
| Electronic Technician | \$20.61-\$21.74 | \$20.91-\$22.04 |

Maximum rates are reached on merit.

* Hours of Work: Average 37½ (40) hours per week for 40 hours' pay for Licence Inspector-Grade 2.

Shift Premium: 55¢ (47¢) per hour, if majority of shift hours worked fall between 6 p.m. and 7 a.m. Effective January 1, 1990, 60¢.

Acting Pay: Effective July 1, 1989, \$1 per hour for all hours worked in an acting capacity. (Previously, \$5.50 per day.)

Responsibility Pay: Effective July 1, 1989, \$1 (80¢) per hour worked in a higher classification.

Paid Vacation: Effective July 1, 1989, 5 weeks after 16 (17) years of service. Effective July 1, 1990, 6 weeks after 27 years of service (new).

Health and Welfare: Life Insurance for Retirees - Effective July 1, 1990, benefit is \$4,500 (\$4,000) for eligible employees.

LTD - Effective January 1, 1990, benefit is increased by \$5 per month for eligible employees.

Semi-Private Hospitalization - Maximum benefit is \$55 (\$40) per day. Effective July 1, 1990, \$60.

Major Medical - Effective July 1, 1989, maximum \$125 (\$100) for surgery in Podiatrist's office; \$15 (\$12) per visit to chiropractor, osteopath, naturopath, podiatrist, physiotherapist, speech therapist and masseur; \$20 (\$16) per half-hour of individual psychotherapy and/or testing and \$15 (\$12) per half-hour for subsequent visits.

Vision - Effective July 1, 1989, maximum claim is \$115 (\$100) every 2 years. Effective July 1, 1990, \$130.

Hearing - Maximum lifetime claim is \$500 (one aid for each ear if necessary). (Previously, maximum \$250 for one.)

Dental - Effective January 1, 1990, employer pays 50% of premium costs, with 50%-50% co-insurance, for orthodontic services for eligible dependents, with a lifetime maximum claim of \$2,000 (new). Effective July 1, 1990, employer pays 60% (50%) of premium costs for basic services. Coverage continues to be based on the current year's ODA fee schedule.

Board Business Allowance: \$85 (\$75) per month for Liquor Licence Inspector conducting Board business at home. Effective January 1, 1990, \$90.

Meal Allowance: \$5 (\$4.75) after 2 hours of overtime. Effective January 1, 1990, \$5.25.

Consumers Distributing Company Limited at Mississauga and other southern Ontario centres - Local 419, Teamsters (AFL-CIO) (warehouse employees and drivers): A 36-month renewal agreement effective from March 1, 1989 to February 28, 1992, covering 241 employees, settled with mediation assistance. Duration of negotiations - 2 months.

| Wages: | Effective | Mar. 1/89 | Mar. 1/90 | Mar. 1/91 |
|-----------------------|-----------|-------------------|-----------|-----------|
| General Increases | | 75¢ | 75¢ | 75¢ |
| Additional Adjustment | | 1¢ for Hy-Drive | | |
| General Labour | | \$13.85 (\$13.10) | \$14.60 | \$15.35 |
| Maintenance-Qualified | | \$16.80 (\$16.05) | \$17.55 | \$18.30 |

| | |
|---------------------------|--|
| Shift Premium: | 0-45¢-60¢ (0-40¢-55¢). Effective March 1, 1990, 0-50¢-65¢. |
| Paid Holidays: | 1(½) day on Christmas Eve for a total of 11½ (11) days. |
| Bereavement Leave: | 3 days' paid leave upon death of spouse, parent, child, brother or sister (previously, paid for any of the 3 consecutive bereavement days falling on a work day). |
| Health and Welfare: | <u>Life Insurance and A.D. & D.</u> - Effective April 13, 1989, benefit is \$28,000 (\$23,000). Effective March 1, 1990, \$29,000. Effective March 1, 1991, \$30,000. <u>Dental</u> - Orthodontic coverage is added for eligible dependents aged 19 or younger, with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 (new). Effective April 13, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective March 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively. |
| Pension Plan (full-time): | <u>Employer Contribution</u> - Effective March 1, 1989, \$20 (\$10) per month per employee. Effective March 1, 1991, \$40. |
| Meal Allowance: | \$4.50 (\$4) after 3 hours of overtime. |
| Safety Shoe Allowance: | \$55 (\$50) per year. Effective March 1, 1991, \$60. |
| Tool Allowance: | \$175 (\$150) per year for eligible employees. Effective March 1, 1991, \$200. |
| Plain Clothes Allowance: | \$45 (\$40) per year for warm clothing. |

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time custodial, maintenance, cafeteria employees and drivers): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 3 days.

| Wages: | Effective | Apr. 1/89 | Apr. 1/90 |
|-----------------------|-----------|--------------------------------------|-----------------|
| General Increases | | 7.5%* | 6.5%** |
| Cafeteria Assistant | | \$10.13 (\$9.42) | \$10.79 |
| General Labour | | \$12.55 (\$11.67) | \$13.37 |
| Custodian 0-1 year | | \$12.92-\$13.51 (\$12.02-\$12.57) | \$13.76-\$14.39 |
| Plumber | | \$16.52 (\$15.37) | \$17.59 |

* Includes a 3% special area market adjustment.

** Includes a 2% special area market adjustment.

Health and Welfare: Vision - Effective May 1, 1989, maximum claim is \$150 (\$100) per person every 2 years.

Dental - Effective May 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective April 1, 1990, the 1989 ODA fee schedule and plan is extended to include orthodontic and major restorative services with 50%-50% co-insurance (new).

Frontenac County Board of Education at Kingston - Locals 1480 and 1727, Canadian Union of Public Employees (CLC) (office, clerical, custodian and maintenance employees and educational assistants): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 565 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Jan. 1/91 |
|-------------------------------------|-----------|---|-----------|-----------|
| General Increases | | 5% | * | * |
| Additional Adjustments | | 15¢-60¢ for Head Caretakers 10¢-25¢ for Educational Assistants | | |
| Skilled Trades Adjustment | | 25¢ for certain skilled trades | | |
| Cafeteria Assistant | | \$10.63 (\$10.12) | | |
| Caretaker | | \$11.61-\$12.32 (\$11.06-\$11.73) | | |
| Craftsman 1 (Certified Electrician) | | \$15.94 (\$14.93) | | |

Maximum rate for Caretaker is reached after 1 year.

* Increases to equal the percentage increase in the CPI - 1981=100, plus 0.6%, comparing the October 1988 index to the October 1989 index for the January 1, 1990 general increase, and comparing the October 1989 index to the October 1990 index for the January 1, 1991 general increase. Guaranteed minimum fold-in of 3% and maximum 7% per year, with remainder to float.

Shift Premium (custodians and maintenance employees): 50¢ (45¢). Effective January 1, 1990 and 1991, 55¢ and 60¢ respectively.

Paid Vacation: 6 weeks after 25 years of service (new). Effective January 1, 1990, 5 weeks after 17 (18) years. Effective January 1, 1991, 5 weeks after 16 years.

Paid Holidays: 13 days, except 1 additional day during each of the 1990 and 1991 Christmas holidays only.

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of wages and the UIC benefit.

Health and
Welfare:

OHIP, Major Medical, Life Insurance and Dental - Effective September 1, 1989, employer pays 80% of premium costs. (Previously, 75% for OHIP and Major Medical, 66 2/3% for Life Insurance and 50% for Dental.) Effective January 1, 1990 and 1991, 90% and 100% respectively.

Dental - Effective January 1, 1990, coverage is based on the 1989 (1986) ODA fee schedule.

Toronto Board of Education - Local 595, Ontario Public Service Employees (NUPGE)(CLC)
(elementary and secondary occasional teachers): Two 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 16 months.

| Wages: | Effective | Jan. 1/88 | Jan. 1/89 |
|--------|----------------------------------|------------------------|-----------|
| | General Increases | 4.5% | 5.04% |
| | Daily Rates* | | |
| | <u>Casual Occasional Teacher</u> | | |
| | Without a Degree | \$82.02 (\$78.49) | \$86.15 |
| | With a Degree | \$109.37 (\$104.66) | \$114.88 |

* Daily rates exclude 4% vacation pay and 3% statutory holiday pay.

Long Term Occasional Teacher - Employed for a period of 16 (20) or more consecutive teaching days as a replacement for a teacher employed under a permanent or probationary contract, receives in both years a daily rate in accordance with current salary grid for full-time teachers (unchanged).

Lump Sum Settlement Payment: \$100 per teacher who worked 25 or more full-time equivalent days between January 1, 1989 and April 30, 1989; \$50 per teacher who worked from 1 to 24 days.

Experience Bonus (new): Effective May 1, 1989, occasional teachers with a degree receive a daily bonus of \$5 after 50 full-time equivalent days worked, and a daily bonus of \$10 after 100 days. Occasional teachers without a degree receive \$3.75 and \$7.50 respectively.

HEALTH AND WELFARE SERVICES

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC)
(full-time office, clerical and service employees):
A 6-month renewal agreement effective from April 25, 1989* to September 28, 1989, with wages retroactive to September 29, 1987, covering 458 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 14 months.

* Previous agreement expired September 28, 1987.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
|--------|-------------------|--|--------------------|
| | General Increases | 6% | 5% |
| | Kitchen Maid | \$10.381-\$10.747 (\$9.792-\$10.138) | \$10.900-\$11.284 |
| | R.N.A. | \$11.371-\$12.127 (\$10.726-\$11.441) | \$11.939-\$12.734 |
| | Chef | \$12.603-\$13.349 (\$11.889-\$12.593) | \$13.233-\$14.016 |

Maximum rate for Maid is reached after 3 months, and for R.N.A. and Chef, after 27 months.

Additional Adjustment - Effective date of signing, new grid established for R.N.A.: \$12.45-\$12.73 after 2 years of service.

Paid Holidays: Effective April, 1989, 1 floating day is added for a total of 12 (11) days.

Paid Vacation: Effective date of signing, 3 weeks after 2 (3) years of service, 4 weeks after 6 (8) years and 5 weeks after 16 (17) years.

Safety Shoe Allowance: Effective January 1, 1989, \$35 (\$25) per year.

St. Joseph's Health Centre at Toronto - Local 1144, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from September 29, 1987 to September 28, 1989, covering 650 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 18 months.

The parties agreed to the same terms of settlement as awarded by the arbitration board for CUPE and the participating hospitals, reported in February 1989.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
|--------|-------------------|--|--------------------|
| | General Increases | 6% | 5% |
| | Dietary Aide | \$10.452-\$10.602 (\$9.860-\$10.002) | \$10.974-\$11.132 |
| | R.N.A. | \$11.487-\$11.639 (\$10.387-\$10.980) | \$12.062-\$12.221 |
| | Electrician | \$14.185-\$14.981 (\$13.382-\$14.133) | \$14.894-\$15.730 |

Maximum rates are reached after 3 annual increases.

PERSONAL SERVICES

Textile Rental Institute of Ontario, Hospital Laundries Division at London and Toronto - Local 351, Textile Processors (Ind.): A 36-month renewal agreement effective from January 1, 1989* to December 31, 1991, covering 615 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Previous agreement, scheduled to expire December 31, 1989, was terminated early by the Ontario Labour Relations Board.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
|--------|------------------|---------------------|------------------|------------------|
| | Increases | | | Wage Re-opener |
| | General Help | 65¢ | 65¢ | |
| | Classified Help | 75¢ | 75¢ | |
| | Skilled Trades** | | | |
| | General Help | \$9.31 (\$8.66) | \$9.96 | |
| | Classified Help | \$10.61 (\$9.86) | \$11.36 | |

** Skilled Trades receive equivalent percentage increases on the above dates.

| | |
|--------------------------------|---|
| Overtime Pay: | Double-time (time and one-half) after 8 hours worked on Saturdays. |
| Call Back Pay (new): | Minimum 4 hours' pay at time and one-half. |
| Shift Premium: | Effective April 5, 1989, 40¢ (35¢). Effective January 1, 1990, 45¢. |
| Soiled Linen Premium: | Effective April 5, 1989, 30¢ (25¢) per hour. Effective January 1, 1990, 35¢. |
| Paid Vacation: | 4 weeks after 16 (17) years of service and 5 weeks after 26 (30) years. Effective January 1, 1990, 4 weeks after 15 years and 5 weeks after 25 years. |
| Bereavement Leave: | Maximum 3 days' paid leave upon death of commonlaw spouse (new). |
| Sick Leave (new): | 1 paid day per year. Effective January 1, 1990, 2 days per year. |
| Health and Welfare: | <u>Health and Welfare Fund/Employer Contribution</u> - Effective April 1, 1989, \$80 (\$75) per month per employee. Effective January 1, 1990, \$85. |
| Pension Plan: | <u>Employer Contribution</u> - Effective July 1, 1990, 20¢ (10¢) per hour worked to a maximum \$4 per week per employee. |
| Waterproof Footwear Allowance: | Employer pays 100% (50%) of cost for a maximum of 3 pairs per year. |

LOCAL ADMINISTRATION

Brampton City Corporation - Local 831, Canadian Union of Public Employees (CLC) (outside employees): A 36-month renewal agreement effective from August 1, 1988 to July 31, 1991, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

| | | | | |
|------------------------|---|----------------------|------------------|------------------|
| Wages: | Effective | <u>Aug. 1/88</u> | <u>Feb. 1/89</u> | <u>Aug. 1/89</u> |
| | General Increases | 62¢ | 12¢ | 62¢ |
| | Telephone Control Dispatch | \$9.71 (\$9.09) | \$9.83 | \$10.45 |
| | Labourer | \$12.16 (\$11.54) | \$12.28 | \$12.90 |
| | Welder Mechanic | \$15.22 (\$14.60) | \$15.34 | \$15.96 |
| | Effective | <u>Feb. 1/90</u> | <u>Aug. 1/90</u> | <u>Feb. 1/91</u> |
| | General Increases | 12¢ | 62¢ | 12¢ |
| | Telephone Control Dispatch | \$10.57 | \$11.19 | \$11.31 |
| | Labourer | \$13.02 | \$13.64 | \$13.76 |
| | Welder Mechanic | \$16.08 | \$16.70 | \$16.82 |
| Shift Premium: | Effective May 1, 1989, 35¢ (32¢). Effective August 1, 1990, 38¢. | | | |
| Health and Welfare: | <u>Vision</u> - Effective August 1, 1989, maximum claim is \$150 (\$125) every 2 years. | | | |
| | <u>Dental</u> - Effective April 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively. | | | |
| Meal Allowance: | Effective August 1, 1990, \$7 (\$6). | | | |
| Safety Shoe Allowance: | Effective July 1, 1989, \$100 (\$80) per year. Effective July 1, 1991, \$110. | | | |

Durham Regional Board of Commissioners of Police at Oshawa - Police Association (Ind.) (uniformed employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 470 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

| | | | | | |
|--------|------------------------|------------------------|------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 5% | 1.95% | 5% | 1.85% |
| | Additional Adjustments | * | | | |
| | <u>Annual Rates</u> | | | | |
| | Constable 4th Class** | \$32,112 (\$30,583) | \$32,738 | \$34,375 | \$35,011 |
| | Constable 1st Class | \$43,121 (\$41,068) | \$43,962 | \$46,160 | \$47,014 |

| | | | | |
|----------|------------|----------|----------|----------|
| Staff | \$53,901 | \$54,953 | \$57,700 | \$58,768 |
| Sergeant | (\$49,692) | | | |

* Staff Sergeant rate is 125% (121%) of 1st Class Constable rate.
Sergeant rate is 113% (111%) of 1st Class Constable rate.

** Hired before April 4, 1989. Category A and Category B 4th Class Constable rates established for after April 4, 1989.

Shift Premium: Employee receives \$325 (\$290) annually for working a 3 or more shift rotation and \$205 (\$185) for a 2-shift rotation. Effective January 1, 1990, \$350 and \$225 respectively.

Court Attendance: Employee who is off-duty receives a minimum of 6½ (5) hours at the regular rate for each court appearance. Effective January 1, 1990, a minimum of 7 hours.

Instructor Premium: Training Officer appointee receives \$6 (\$2) per shift.

Paid Vacation: 22 days after 13 (16) years of service. Effective January 1, 1990, 23 days after 16 (19) years.

Health and Welfare: Life Insurance - Benefit maximum is \$150,000 (\$100,000).

Major Medical - \$12 (\$10) per visit for chiropractic coverage beyond OHIP.

Vision - Maximum claim is \$120 (\$100) per person every 2 years. Effective January 1, 1990, \$150.

Dental - Effective January 1, 1990, coverage is extended to include fissure sealant.

Continuation of Benefits - Employer continues OHIP and Major Medical for surviving spouse of retiree to age 65 or for a maximum 5 years (new). Effective January 1, 1990, employer continues OHIP, Major Medical and Dental for 17 weeks of maternity leave (new).

Plain Clothes Allowance: \$950 (\$900) per year. Effective January 1, 1990, \$1,000.

Hamilton City Corporation; Hamilton-Wentworth Regional Health Unit; and Hamilton-Wentworth Regional Municipality, Macassa Lodge and Wentworth Lodge at Hamilton - Local 167 and 2176, Canadian Union of Public Employees (CLC) (office, service and health unit employees): Four 24-month renewal agreements effective from January 1, 1989 to December 31, 1990 for health unit employees and effective from February 1, 1989 to January 31, 1991 for Hamilton City Corporation, Macassa Lodge and Wentworth Lodge employees, covering 901 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | |
|--------|-------------------|------------------|------------------|
| Wages: | Effective | <u>Feb. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5.5% | .5% |

Hamilton City Corporation

| | | |
|------------------|--|---------------------|
| Clerk Typist III | \$340.37-\$365.90 (\$322.63-\$346.82) | \$342.08-\$367.72 |
| Systems Analyst | \$878.09-\$1,045.94 (\$832.31-\$991.41) | \$882.48-\$1,051.17 |

Macassa Lodge

| | | |
|--|--|-------------------|
| Seamstress 37½ hours per week | \$388.81-\$436.68 (\$368.54-\$413.91) | \$390.75-\$438.86 |
| Intake Counsellor 35 hours per week | \$582.11-\$697.11 (\$551.76-\$660.77) | \$585.02-\$700.60 |

Effective Feb. 1/90 July 1/90

General Increases 4.5% 1%

Hamilton City Corporation

| | | |
|------------------|---------------------|---------------------|
| Clerk Typist III | \$357.47-\$384.27 | \$361.04-\$388.11 |
| Systems Analyst | \$922.19-\$1,098.47 | \$931.41-\$1,109.45 |

Macassa Lodge

| | | |
|--|-------------------|-------------------|
| Seamstress 37½ hours per week | \$408.34-\$458.61 | \$412.42-\$463.19 |
| Intake Counsellor 35 hours per week | \$611.34-\$732.12 | \$617.46-\$739.45 |

Paid Holidays: 1(½) paid day prior to Christmas or New Year's day for a total of 12 (1½) days.

Paid Vacation: Hamilton City Corporation, Macassa and Wentworth Lodges - 4 weeks after 8 (9) years of service and 5 weeks after 16 (17) years. Effective February 1, 1990, 4 weeks after 7 years, 5 weeks after 15 years, 5 weeks plus 1 day after 18 (20) years, 5 weeks plus 2 days after 19 (21) years, 5 weeks plus 3 days after 20 (22) years, 5 weeks plus 4 days after 21 (23) years, 6 weeks after 24 (25) years and 7 weeks after 27 years (new).

Hamilton-Wentworth Regional Health Unit - 4 weeks after 8 (10) years of service and 5 weeks after 16 (18) years. Effective January 1, 1990, 4 weeks after 7 years, 5 weeks after 15 years, 5 weeks plus 1 day after 18 (20) years, 5 weeks plus 2 days after 19 (21) years, 5 weeks plus 3 days after 20 (22) years, and 5 weeks plus 4½ days after 21 (23) years.

Health and Welfare: Major Medical - Effective the second contract year, maximum claim of \$200 per year to licensed chiropractor (new).

Vision - Effective the second contract year, maximum claim is \$200 (\$100) per person every 2 years.

Dental - Effective April 18, 1989, maximum lifetime orthodontic benefit is \$1,500 (\$1,000).

Mileage Allowance: 34¢ (22¢) per km. for the first 5,000 km. per year and 20¢ per km. in excess of 5,000 km.

Mississauga City Corporation - International Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 385 employees, partially settled by arbitration in July 1988* and finalized in April 1989. Duration of negotiations - 26 months.

| | | | |
|--------|------------------------|------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/87</u> | <u>July 1/87</u> |
| | Increases | | |
| | Firefighters | 4.13% | 1.54% |
| | Clerical Employees | Salary schedule restructured | |
| | <u>Annual Rates</u> | | |
| | Fire Fighter 1st Class | \$38,842 (\$37,300) | \$39,440 |
| | Assistant Deputy Chief | \$58,263 (\$55,950) | \$59,160 |

* The arbitration board declined to settle the issue of clerical salaries and referred the matter back to the parties.

Cleaning Allowances: \$180 (\$135) per year for inspection staff, dispatch staff, and all employees above 1st Class Fire Fighter. \$145 (\$110) for 1st Class Fire Fighter and below.

Health and Welfare: Dental - Coverage is based on the 1987 (1986) ODA fee schedule.
Bridging Survivor Benefit - Deleted.

North York City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| | | | | | |
|--------|------------------------|------------------------|------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 6% | .5% | 6% | .5% |
| | <u>Annual Rates</u> | | | | |
| | Fire Fighter 4th Class | \$33,288 (\$31,404) | \$33,455 | \$35,462 | \$35,639 |
| | Fire Fighter 1st Class | \$44,384 (\$41,872) | \$44,606 | \$47,283 | \$47,519 |
| | Platoon Chief | \$66,576 (\$62,808) | \$66,910 | \$70,924 | \$71,279 |

Service Pay: \$65-\$300 (\$55-\$275) per year depending on years of service. Effective January 1, 1990, \$75-\$325.

Paid Vacation: 4 weeks after 9 (10) years of service, and 5 weeks after 17 (18) years.

Health and Welfare: Vision - Maximum claim is \$150 (\$100) every 2 years.

Dental - Coverage continues to be based on the current ODA year's fee schedule.

Peel Regional Municipality, Works Department at Brampton - Local 3162, Canadian Union of Public Employees (CLC) (outside employees): A 36-month renewal agreement effective from February 1, 1989 to January 31, 1992, covering 235 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3½ months.

| Wages: | Effective | Feb. 1/89 | May 1/90 | May 1/91 |
|-----------------------|-----------|----------------------|----------|----------|
| General Increases** | | 5% | 5% | 5%*** |
| Labourer | | \$12.45 (\$11.86) | \$13.63 | \$14.31 |
| Licensed Mechanic "A" | | \$14.68 (\$13.98) | \$17.56 | \$18.44 |

** Effective December 1, 1989 and May 1, 1990, additional adjustments are made to certain classifications in order to reach parity with Mississauga City Corporation.

*** If the increase in the CPI from the February 1990 to the February 1991 index exceeds 7%, the May 1, 1991 salaries will be further increased by the excess percentage over 7%.

Health and Welfare: Life Insurance - Benefit is 2 times annual salary (previously, to a maximum of \$50,000).

Vision (new) - Effective February 1, 1990, employer pays 100% of premium costs. Maximum claim is \$120 per person every 2 years.

Dental - Coverage is based on the 1988 (1987), 1989 and 1990 ODA fee schedules in each contract year respectively. Effective February 1, 1990, employer pays 50% of premium costs for specified restorative services option (new).

Continuation of Benefits for Retirees - Employer pays 100% of premium costs for OHIP and 50% of premium costs for Life Insurance to age 65 for employees retiring with an unreduced pension after February 1, 1990.

Clothing Allowance: \$95 (\$90) per year, pro-rated for probationary employees. Effective February 1, 1990, \$100. Effective February 1, 1991, \$105.

Tool Allowance: \$155 (\$150) per year, pro-rated for probationary employees. Effective February 1, 1990, \$160. Effective February 1, 1991, \$165.

York Regional Municipality and York Regional Land Division at Newmarket - Local 1953, Canadian Union of Public Employees (CLC) (inside and outside employees): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

| | | |
|--------|-----------------------|--------------------------------------|
| Wages: | Effective | Jan. 1/89 |
| | General Increase | 5.9% |
| | Additional Adjustment | 72¢-85¢ for Clerk-steno |
| | Accounting Clerk 1 | \$10.10-\$10.90 (\$9.54-\$10.29) |
| | Labourer/Driver | \$13.11 (\$12.38) |
| | Planner III | \$24.69-\$28.55 (\$23.31-\$26.96) |

Maximum rate for Accounting Clerk 1 is reached after 30 months, and for Planner III after 42 months.

Shift Premium: 0-60¢-60¢ (0-50¢-50¢).

Height Premium: \$1.25 (90¢) per hour.

Paid Vacation: 3 weeks after 2 (3) years of service and 4 weeks after 6 (8) years.

Health and Welfare: Life Insurance - Benefit is 2 (1½) annual earnings.

Life Insurance for Retirees (new) - Benefit is \$2,500.

LTD - Benefit is 75% (60%) of gross regular salary up to a maximum of \$36,000 per year.

Addenda

February 1989 Settlements

HEALTH AND WELFARE SERVICES

Extendicare Health Services Inc. at Sudbury (York), Kapuskasing, Hearst and Haileybury (Tri-Town) - Various Locals, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): Four 24-month renewal agreements effective from October 1, 1988 to September 30, 1990, covering 300 employees, settled at the conciliation officer stage and ratified in January and February 1989. Duration of negotiations - 5 months.

| | | | |
|--------|-----------------------|-------------------------------------|---------------------|
| Wages: | Effective | Oct. 1/88 | Oct. 1/89 |
| | General Increases | 4% | 4% |
| | Additional Adjustment | | 31¢-36¢ to RNA grid |
| | General Aide | \$10.26-\$10.82 (\$9.87-\$10.40) | \$10.67-\$11.25 |

| | | |
|--------|--------------------------------------|-----------------|
| R.N.A. | \$11.32-\$11.99 (\$10.88-\$11.53) | \$12.13-\$12.78 |
|--------|--------------------------------------|-----------------|

Maximum rates are reached after 2 annual increases.

Paid Vacation: 5 weeks after 18 (20) years of service and 4 weeks after 9 (10) years.

Pension Plan (new): Employer Contribution - Effective March 1, 1989, 2% of earnings to a money purchase plan. Effective January 1, 1990, 4%.

PERSONAL SERVICES

Textile Rental Institute of Ontario, Industrial and Commercial Laundries Division at Toronto, Stoney Creek and Mississauga - Local 351, Textile Processors (Ind.): A 34-month renewal agreement effective from January 1, 1989* to December 31, 1991, covering 750 employees, settled at the conciliation officer stage and ratified in February 1989. Duration of negotiations - 2 months.

* Previous agreement, scheduled to expire December 31, 1989, was terminated early by the Ontario Labour Relations Board.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Jan. 1/91 |
|--------|------------------|--------------------|-----------|----------------|
| | Increases | | | Wage Re-opener |
| | General Help | 50¢ | 45¢ | |
| | Classified Help | 60¢ | 55¢ | |
| | Skilled Trades** | | | |
| | General Help | \$7.85 (\$7.35) | \$8.30 | |
| | Classified Help | \$9.50 (\$8.90) | \$10.05 | |

** Skilled Trades receive equivalent percentage increases on the above dates.

Overtime Pay: Time and one-half after 8 hours worked per shift (previously after 40 hours worked per week).

Paid Vacation: 4 weeks after 16 (17) years of service and 5 weeks after 27 (28) years. Effective January 1, 1990, 4 weeks after 15 years and 5 weeks after 26 years.

Paid Holidays: Holiday pay equal to a regular day's pay if holiday falls on Saturday or Sunday (previously, holiday pay or one day off in lieu).

Health and Welfare: Health and Welfare Fund/Employer Contribution - \$80 (\$75) per month per employee. Effective January 1, 1990, \$85. Effective January 1, 1991, \$90.

Pension Plan (new): Employer Contribution - Effective October 1, 1990, 5¢ per hour worked to a maximum 40 hours per week to a union administered fund.

Safety Shoe Allowance: \$80 once per year. (Previously, \$40 per pair for up to 2 pairs per year.)

FEDERAL ADMINISTRATION

National Defence, Communications Security Establishment at Ottawa - Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Service Category): A 24-month renewal agreement effective from May 10, 1988 to May 9, 1990, covering 325 employees, settled by arbitration in February 1989. Duration of negotiations - 5 months.

| Wages: | Effective | <u>May 10/88</u> | <u>May 10/89</u> |
|----------------------|--|--|-------------------|
| | General Increases | 3.75% | 3.5% |
| | <u>Annual Rates</u> | | |
| | CS-Level 1 13 levels | \$21,587-\$36,335 (\$20,807-\$35,022) | \$22,342-\$37,606 |
| | CO-Level 7 4 levels | \$56,917-\$62,740 (\$54,860-\$60,473) | \$58,909-\$64,935 |
| Shift Premium: | Effective February 22, 1989, 60¢ (55¢) per hour worked when the majority of shift hours are between 6 p.m. and 6 a.m. Effective May 5, 1989, 65¢. | | |
| Weekend Premium: | Effective February 22, 1989, 60¢ (55¢) per regularly scheduled straight time hour worked. Effective May 5, 1989, 65¢. | | |
| Call Back Pay (new): | Minimum 4 hours' pay at straight time rate, or overtime rate for hours actually worked. | | |
| Standby Pay: | Effective February 22, 1989, \$8 (\$7) for each 8 consecutive hours or portion thereof and \$16 (\$14) for all standby hours on a day of rest or designated holiday. | | |
| Paid Vacation: | 4 weeks after 8 (9) years of service. | | |
| Meal Allowance: | \$6 (\$5) after 3 hours of overtime and \$5 (\$4) after 4 more hours. | | |

March 1989 Settlements

TRANSPORTATION

Algoma Central Railway - Associated Railway Unions*: Four 18-month renewal agreements effective from January 1, 1989 to June 30, 1990, covering 333 employees, settled at the bargaining stage and ratified in March 1989. Duration of negotiations - 3 months.

* Railway Carmen, Firemen and Oilers, Machinists, Maintenance of Way Employees, Transportation-Communication Union (AFL-CIO/CLC); Boilermakers (AFL-CIO/CFL); Locomotive Engineers (Ind.).

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|-------------------|------------------|------------------|
| | General Increases | 4% | 3% |

| | | |
|----------------------|---------------------|------------------|
| Extra Gang | \$9.605-\$10.918 | \$9.893-\$11.246 |
| Labourer | (\$10.236-\$10.498) | |
| Machinist, and all | \$15.990 | \$16.470 |
| other skilled trades | (\$15.375) | |

Maximum rate for Extra Gang Labourer is reached after 221 working days.

The following changes are effective April 1, 1989, unless stated otherwise.

Shift Premium: 0-40¢-45¢ (0-30¢-35¢).

Bereavement Leave: 3 days' paid leave upon death of grandparent (new).

Health and Welfare: Life Insurance - Effective January 1, 1990, benefit is \$22,000 (\$20,000).

Major Medical -Effective January 1, 1990, maximum lifetime claim is \$32,000 per person (\$900 per year).

Hearing (new) - Employer pays 100% of premium costs. Maximum claim is \$250 per employee every 5 years.

Dental - Maximum annual claim is \$1,000 (\$900) per family member. Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1990 for retirements on or after January 1, 1989, benefit calculation formula is based on a combination of the average of 5 years pensionable salary and the average of the corresponding 3 years Yearly Maximum Pensionable Earnings.

Current Retirees - Effective March 1, 1990, benefits for retirees who retired prior to January 1, 1988 are increased \$20 per month or \$10 per month for their survivors.

HEALTH AND WELFARE SERVICES

St. Joseph's Health Centre at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time service employees at St. Joseph's Hospital, and full-time and part-time service employees at St. Mary's Hospital): Three 10-month renewal agreements effective from March 30, 1989* to January 18, 1990, with wages retroactive to January 19, 1988, covering 490 employees, settled by arbitration in March 1989. Duration of negotiations - 17 months.

* Previous agreements expired January 18, 1988.

Wages: Effective Jan. 19/88 Jan. 19/89

General Increases 50¢ 55¢

St. Joseph's Hospital

| | | |
|-----------------------------------|--|-------------------|
| Group 1 (includes Dietary Aide I) | \$10.530-\$10.645 (\$10.030-\$10.145) | \$11.080-\$11.195 |
|-----------------------------------|--|-------------------|

| | | |
|------------------------------------|--|-------------------|
| Group 11 (includes RNA) | \$11.840-\$12.086 (\$11.340-\$11.586) | \$12.390-\$12.636 |
| Group 19 (includes Electrician) | \$15.605 (\$15.105) | \$16.155 |

Maximum rates for Dietary Aide I and RNA are reached after 2 years.

| | |
|-----------------------|--|
| Shift Premium: | 45¢ (42¢) per hour when majority of shift hours fall between 3 p.m. and 7 a.m. |
| Paid Holidays: | 1 floating day is added. Effective in 1990, the third Monday in February or Easter Monday is added for a total of 12 (11) consistent paid holidays in each agreement. |
| Paid Vacation: | Effective August 31, 1989, 4 weeks after 8 (10) years of service and 6 weeks after 25 years (new). |
| Sick Leave: | Illness during vacation is considered sick leave if confined under a physician's care (new). |
| Negotiating Leave: | Employee receives regular wages for negotiating meetings up to and including conciliation (previously, up to but not including conciliation, and new at St. Joseph's). |

FEDERAL ADMINISTRATION

Treasury Board of Canada - Council of Graphic Arts Unions (4 AFL-CIO/CLC Unions)
(printing operations, non-supervisory employees): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 789 Ontario employees, settled at the bargaining stage and ratified in March 1989. Duration of negotiations - 4 months.

| | | | |
|--------|--------------------------|--|-------------------|
| Wages: | Effective | <u>Sept. 1/88</u> | <u>Sept. 1/89</u> |
| | General Increases | 3.5% | 3.74% |
| | Additional Adjustment | Because of the introduction of new Classification Standard, complete restructuring with new salary grids (previously, single rates). | |

Ontario Rates

| | | |
|--|-----------------------------|------------------|
| Bindery Operator 1 BIN 1 0-3 years | \$9.37-\$10.35* (\$9.02) | \$9.70-\$10.71** |
| First Pressman OFO-19 0-1 year | \$23.15-\$24.13 | \$24.08-\$25.10 |

* Except \$10.62-\$11.73 in Toronto and \$10.05-\$11.10 in Ottawa.

** Except \$10.99-\$12.14 in Toronto and \$10.40-\$11.49 in Ottawa.

Weekend Premium: 55¢ (45¢) per straight time hour worked between 8 a.m. Saturday and 8 a.m. Sunday for employees who are scheduled to work Tuesday to Saturday.

Night Shift Premium: \$1.10 (95¢) per hour.

Lead Hand Premium: 75¢ above the basic hourly wage rate for employee classified as lead-hand level "A" (new) and 95¢ for employee classified as lead-hand level "B" (new). \$1.10 (95¢) above the greater of either employee's hourly wage rate or that of the highest paid tradesman in the group for level "C" employee.

Paid Vacation: 5 weeks after 19 (20) years of service.

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 93% of wages and the UIC benefit, paid after a 2-week waiting period.

Severance Pay: Employee with 10 (12).or more years of continuous service receives $\frac{1}{2}$ week's pay per year of service to a maximum of 12 weeks' pay.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MAY 1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GERRY PHILLIPS
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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Highlights

Federal Administration

After 21 months of negotiations, the Treasury Board of Canada and the Public Service Alliance of Canada signed a 42-month master settlement renewing 24 agreements. The new contracts, covering 55,021 Ontario employees, were settled at the conciliation commissioner stage and expire between February 28, 1991, and August 28, 1991.

On the effective date of respective agreements all employees receive a 5% increase. Fourteen months after the first increase, wage increases range from 4.8% to 5.55%, depending on the group classification. A third wage hike which occurs twenty-eight months after the first one, calls for increases ranging between 4.6% to 4.91%.

The new agreements also feature a number of improvements in benefits, such as shift premiums, paid vacations, allowances, severance pay and long service pay. The revisions include the introduction of a new transfer at sea allowance.

Residential Construction

Outstanding agreements covering 4,600 residential construction workers were settled in May 1989 on terms quite similar to settlements signed in April. A work stoppage involving 2,300 employees of Local 183 (AFL-CIO) was resolved with workers receiving package increases of \$3.70 per hour over two years. New contracts with other unions provide wage package increases ranging from \$3.00 to \$4.52 per hour over two years.

In addition to higher hourly wage rates, some of the package increases include additional employer contributions to training, apprentice, pension and welfare funds. Other terms of settlement include improvements in the provision for room and board allowance, overtime pay, piece-work rates, travel, and subsistence allowance.

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MINES

Falconbridge Limited at Falconbridge - Local 6855, United Steelworkers (AFL-CIO/CLC)
(office, clerical and technical employees): A 36-month renewal agreement effective from March 1, 1989 to March 1, 1992, covering 365 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Mar. 1/89</u> | <u>Mar. 1/90</u> | <u>Mar. 1/91</u> |
|---------------------|-----------|----------------------------------|---------------------|---------------------|
| COLA Fold-in | | \$57.60 per week | | |
| General Increases | 7% | | \$4 per week | \$4 per week |
| Job Class Increment | | \$19.74 (\$18.45) per week | \$20.14 per week | \$20.54 per week |

Weekly Rates

| | | | |
|---------------------------------------|--|-------------------|-------------------|
| Job Class 3 (Clerk Typist 1) | \$529.27-\$549.01 (\$437.05-\$455.50) | \$534.07-\$553.81 | \$538.87-\$558.61 |
| Job Class 17 (Design Draftsman) | \$785.91-\$825.39 (\$676.90-\$713.80) | \$796.31-\$835.79 | \$806.71-\$846.19 |

Maximum rate for Job Class 3 is reached after 6 months, and for Job Class 17, after two 6-month increases.

| | |
|------------------------------|---|
| Lump Sum Settlement Payment: | \$8,000 possible per employee, based on the retroactive nickel price bonus from September 1987 to March 1989, depending on hours worked. |
| Nickel Price Bonus (new): | 10¢ plus 1¢ Canadian for each cent (US) the average realized price per pound of nickel (ARPN) exceeds \$2.25 (US) times the number of hours worked in the quarter. |
| COLA: | 1¢ per 0.35 point change in the CPI - 1961=100, using the December 1988 index as the base. Adjusted quarterly, folded into wages annually. Effective March 1, 1990 and 1991, COLA advances of \$10 per week to be added to the float, offset by \$2.40 per quarter in March, June and September in 1990 and 1991, and by \$2.80 per quarter in December 1990 and 1991 (Basic formula is unchanged). |
| Shift Premium: | Afternoon shift, 40¢ (30¢) per hour; evening shift, 50¢ (32.5¢) per hour and night shift, 60¢ (35¢) per hour. |
| Sunday Premium: | \$1.75 (\$1.50) per hour for all hours worked. |
| Overtime Pay: | Annual vacation will be counted as time worked for the purpose of calculating overtime pay (new). |
| Paid Vacation: | 7 weeks after 35 years of service (new). |
| Vacation Bonus: | \$140 (\$100) per week of vacation entitlement. |
| Bereavement Leave: | Effective May 1, 1989, in the event of death of brother-in-law, sister-in-law, grandparents or grandchildren, a reasonable time off with pay will be granted (new). |

- Jury Duty Leave:** Effective May 1, 1989, employee receives the difference between regular pay (unchanged), plus COLA, shift and Sunday premium and Nickel Bonus (new) and the jury duty fee.
- Paid Union Leave:** Local Union President receives 5 (3) days per month for union business. Chairman of Union Health and Safety team receives 3 (2) days per month.
- Health and Welfare:** The following changes are effective May 1, 1989, unless stated otherwise.
- Life Insurance - Benefit is one and one-half (one) times annual salary rounded to the highest thousand.
- Life Insurance For Retirees (new) - Benefit is \$3,000. Current retirees and survivors are covered.
- Weekly Indemnity - Employee with 5 or more years of service receives 100% of regular earning for up to 20 (13) weeks.
- Vision Care - Maximum claim is \$150 (\$90) per family member every 2 years. Employee receives reasonable time off with pay for vision testing by an optometrist or ophthalmologist (new).
- Dental - Coverage is based on the 1989 (1986) ODA fee schedule. Employer pays 100% of premium costs for Blue Cross #9 with rider #3. (Previously, Blue Cross #7)
- Pension Plan:** Basic Benefit - 1.5% (1.1%) per year of service, based on highest 3 year's earnings. (Previously, highest 5 years.)
- Bridging Benefit - \$22 per month per year of service for employee retiring under age 60, and \$18 per month per year of service for employee aged 60 or over. No maximum. (Previously, maximum bridging benefit was \$600.)
- 30-and-Out (new) - Employee with 30 years of service may retire with full pension regardless of age.
- Pension Indexing (new) - Effective March 1, 1990, retirees and surviving spouses receive annual adjustment in basic and certain other benefits, based on 75% of the annual increase in the CPI to a maximum payment of 5.5%, and provided to the extent of the funds generated by the excess earnings on the retirees portion of the pension plan plus \$1 million of assets from the current surplus fund.
- Survivor Pension - 60% (50%) lifetime benefit.

FOOD AND BEVERAGE

Nabisco Brands Canada Limited, Christie Brown and Co. Division at Toronto - Local 426, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 599 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| Wages: | Effective | May 1/89 | May 1/90 |
|-------------------|-----------|----------|----------|
| General Increases | | 70¢ | 65¢ |

| | | |
|--------------|----------------------|---------|
| General Help | \$13.10 (\$12.40) | \$13.75 |
| Baker | \$13.91 (\$13.21) | \$14.56 |

Shift Premium: Effective June 4, 1989, 40¢ (35¢) per hour worked between 5 p.m. and 6 a.m.

Paid Vacation: Effective June 4, 1989, 5 weeks after 18 (19) years of service.

Health and Welfare: Life Insurance - Effective June 1, 1989, benefit is \$25,000 (\$20,000).

AD & D - Effective June 1, 1989, benefit is \$20,000 (\$15,000).

Disability - Effective June 1, 1989, benefit is \$15,000 (\$10,000).

Major Medical - Effective June 1, 1989, deductible eliminated. (Previously, \$25 annual deductible.)

Dental - Effective January 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Meal Allowance: Effective June 4, 1989, \$5 (\$4) after 2 hours of overtime. Effective May 1, 1990, \$6.

Safety Shoe Allowance: Effective January 1, 1989, maximum \$55 (\$50) per year and \$40 (\$35) per year for non-skid shoes.

Rowntree Mackintosh Canada Limited at Toronto - Local 252, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 1, 1989 to February 28, 1992, covering 720 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Mar. 1/89</u> | <u>Mar. 1/90</u> | <u>Mar. 1/91</u> |
|---|---|------------------|------------------|------------------|
| General Increases | | 65¢ | 65¢ | 30¢ |
| Additional Adjustment | 43¢ for Packers to buy out incentive plan | | | |
| Skilled Trades Adjustments | | | 10¢ | 15¢ |
| Job Grade D2 (includes Department Helper) | \$11.04 (\$10.39) | | \$11.69 | \$11.99 |
| Maintenance Group 4 (Electronic Technician) | \$18.12-\$19.49 (\$17.47-\$18.84) | | \$18.87-\$20.24 | \$19.32-\$20.69 |

Maximum rates are reached on merit.

COLA (new): 1¢ per 0.02 point change based on the 3-month average change in the CPI - 1981=100, using the average index for August, September, and October 1990 as the base. Adjusted quarterly.

Shift Premium: 0-41¢-55¢ (0-36¢-50¢). Effective March 1, 1991, 0-46¢-60¢.

Paid Holidays: Effective March 1, 1990, 12 (11) days. Effective March 1, 1991, 13 days.

Paid Vacation: 4 weeks after 11 (12) years of service, 5 weeks after 20 (21) years. Effective March 1, 1990, 4 weeks after 10 years.

Bereavement Leave: 3 days' paid leave upon death of step-parent/child or grandchild (new).

Health and Welfare: Major Medical - Co-insurance factor eliminated. (Previously 80%-20% co-insurance.)

Weekly Indemnity - Benefit is 66 2/3% (66%) of regular earnings up to the UIC maximum.

Vision - Maximum claim is \$75 (\$60) per person every 2 years.

Dental - Co-insurance factor eliminated. (Previously 90%-10% co-insurance.) Major restorative coverage is added, with 50%-50% co-insurance and a maximum annual claim of \$1,000 per family member (new). Coverage is based on the 1988 (1987) ODA fee schedule. Effective March 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Safety Shoe Allowance: \$60 (\$55) per year. Effective March 1, 1990, \$65.

Tool Allowance (Skilled Trades): \$200 (\$175) per year.

Relocation Allowance (new): \$2,000 per employee who relocates to new plant in Whitby.

Severance Pay: For employees who choose not to relocate to Whitby, 1 week's pay per year of service up to 5 years, 1 1/3 weeks' pay per year for 5 or more years, 1 2/3 weeks' pay per year for 15 or more years and 2 weeks' pay per year for 25 or more years (new).

Kellogg Canada Inc., previously Kellogg Salada Canada Inc. at Toronto- Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 2, 1989 to April 1, 1992, covering 262 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Apr. 2/89</u> | <u>Apr. 1/90</u> | <u>Mar. 31/91</u> |
|-----------------------|-----------|----------------------------------|------------------|-------------------|
| General Increases | | 6% | 6% | 6% |
| Additional Adjustment | | 5¢ in exchange of meal allowance | | |
| Category 1 (Packer) | | \$12.03 (\$11.30) | \$12.75 | \$13.52 |

| | | | |
|--------------|-----------|---------|---------|
| Category 18 | \$17.45 | \$18.49 | \$19.60 |
| (includes | (\$16.41) | | |
| Electrician) | | | |

Student rate - Effective May 28, 1989, \$7.35 (\$7). Effective April 1, 1990, and March 31, 1991, \$7.72 and \$8.10 respectively.

Shift Premium: 0-40¢-45¢ (0-35¢-42¢).

Health and Welfare: Dental - Effective June 28, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective April 1, 1990, the 1989 ODA fee schedule. Effective March 31, 1991, the 1990 ODA fee schedule.

Continuation of Benefits for Early Retirees - Benefit coverage for Dental continues to age 65 for employees retiring with 25 years of service (new).

Pension Plan: Basic Benefit - Effective May 28, 1989, \$17 (\$16) per month per year of service. Effective April 1, 1990 and 1991, \$18 and \$19 respectively.

Safety Shoe Allowance: Effective May 28, 1989, maximum \$55 (\$50) for the first pair and \$25 (\$20) for the second pair, if needed. Effective March 31, 1991, maximum \$60 and \$30 respectively.

Training Allowance: Effective May 28, 1989, 50¢ (25¢) per hour.

Magic Pantry Foods at Hamilton - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 2, 1989 to May 1, 1992, covering 270 employees, settled with mediation assistance.
Duration of negotiations - 3 months.

| | | | | |
|--------|-----------------------|-------------------------|-----------------|-----------------|
| Wages: | Effective | <u>May 2/89</u> | <u>May 2/90</u> | <u>May 2/91</u> |
| | General Increases | 5% | 4.5% | 5% |
| | Additional Adjustment | \$1 for Retort Operator | | |
| | General Factory/Light | \$8.45 (\$8.05) | \$8.83 | \$9.27 |
| | Electrical Mechanic | \$16.28 (\$15.50*) | \$17.01 | \$17.86 |

* Includes \$1.69 skilled trades adjustment folded in during the previous agreement.

Paid Vacation: Effective May 2, 1991, 4 weeks after 12 (14) years of service.

Bereavement Leave: 1 day's paid leave upon death of grandparent (new).

Safety Shoe Allowance: \$30 (\$28) every 6 months for rubber footwear.

PAPER AND ALLIED

Atlantic Packaging Products Limited at Scarborough - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 36-month renewal agreement effective from February 10, 1989 to February 9, 1992, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 1 1/2 months.

| Wages: | Effective | Feb. 10/89 | Feb. 10/90 | Feb. 10/91 |
|---|-----------|--------------------------------------|-----------------|-----------------|
| General Increases | | 25¢ | 45¢ | 4.5% |
| Take-off Help (Corrugator Dept.) | | \$13.20-\$14.51 (\$12.95-\$14.26) | \$13.65-\$14.96 | \$14.26-\$15.63 |
| Electrician Class 2 (Corrugator Dept.) | | \$15.92-\$17.21 (\$15.67-\$16.96) | \$16.37-\$17.66 | \$17.11-\$18.46 |

Shift Premium: 0-42¢-55¢ (0-42¢-42¢).

Health and Welfare: Life Insurance - Maximum benefit is \$20,000 (\$19,000). Effective February 10, 1990 and 1991, \$21,000 and \$22,000 respectively.

LTD - Effective May 14, 1989, maximum benefit is \$1,500 (\$925) per month.

Vision (new) - Effective May 14, 1989, maximum claim is \$100 every 2 years.

Dental - Effective June 1, 1989, maximum claim for orthodontic services is \$1,000 with 50%-50% co-insurance (new). Effective May 14, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective February 1, 1990 and 1991, the 1989 and 1990 ODA fee schedule.

Meal Allowance: Effective February 10, 1990, \$5.75 (\$5.50) after 2 hours of unscheduled overtime. Effective February 10, 1991, \$6.

Safety Shoe Allowance: Effective May 14, 1989, \$38 (\$35) per year. Effective February 10, 1990, \$40.

Tool Allowance: \$52.50 (\$50) for first year apprentice. \$70.50 (\$68) for paper bag adjusters. \$115 (\$112.50) for skilled mechanic.

Winter Clothing Allowance: \$120 per year (previously \$120 for term of agreement).

PRIMARY METAL

Alcan Aluminium Limited, Alcan Rolled Products Company Division at Kingston - Local 343, United Steelworkers (AFL-CIO/CLC) and Local 54, Machinists (AFL-CIO/CLC): Two 36-month renewal agreements effective from May 18, 1989 to May 17, 1992, covering 425 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | May 18/89 | May 18/90 | May 18/91 |
|-------------------|-----------|-----------|-----------|-----------|
| General Increases | | \$1.10 | 65¢ | 55¢ |

| | | | |
|---------------------|------------------|-------|-----|
| Job Class Increment | 23.5¢ (22.5¢) | 24.5¢ | 26¢ |
|---------------------|------------------|-------|-----|

United Steelworkers

| | | | |
|---|------------------------|----------|----------|
| Grade 1 (includes General Labourer) | \$12.691 (\$11.591) | \$13.341 | \$13.891 |
| Grade 16 (84" Rolling Mill Operator "A") | \$16.216 (\$14.966) | \$17.016 | \$17.791 |

COLA: 1¢ per 0.3 point increase in the CPI - 1981=100, using the January 1991 index as the base. Triggered at 5%. Capped at 40¢. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Dental - Coverage is based on the 1989 (1986) ODA fee schedule.

Meal Allowance: \$5 (\$4.25).

Safety Shoe Allowance: Employer supplies safety shoes as required. (Previously, \$40 per year.)

Alcan Automotive Castings, previously CAE DieCast Ltd. at St. Catharines - Local 2719, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from January 2, 1989 to January 1, 1991, covering 205 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| | | | |
|--------|--|--|------------------|
| Wages: | Effective | <u>Jan. 2/89</u> | <u>Jan. 2/90</u> |
| | General Increases | 4.5% | 4.5% |
| | COLA Fold-in | 48¢ | |
| | Additional Adjustment | Some reclassifications; 17 (34) Job Classes | |
| | Job Class 1 (Labourer) | \$12.40 (\$11.08) | \$12.96 |
| | Job Class 9 (12) (includes Electrician) | \$16.98 (\$15.77) | \$17.74 |

Previous rates reflect 27¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per full 0.1 point increase in the CPI - 1981=100, using the December 1988 index as the base. Triggered at 4.5% annually and capped at 50¢ (75¢) over the term of the agreement. Adjusted monthly. Folded into wages January 1, 1990. (Basic formula is unchanged. Previously, no trigger.)

Paid Vacation: Effective January 2, 1990, 5 weeks after 18 years of service (new).

Bereavement Leave: Maximum 3 days' paid leave upon death of grandchild (new).

Health and
Welfare:

LTD (new) - Benefit is 66 2/3% of earnings to a maximum of \$1,500 per month, payable for up to 60 months.

METAL FABRICATING

Innopac Inc., Montebello Metal Inc. Division at Hawkesbury - Local 9211*, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 11, 1989 to January 10, 1992, covering 260 employees, settled with mediation assistance. Duration of negotiations - 5 months.

* Previous Local 7940.

| Wages: | Effective | <u>Jan. 11/89</u> | <u>Jan. 11/90</u> | <u>Jan. 11/91</u> |
|------------------------|-----------|--|--|--|
| General Increases | | 5% | 5% | 5% |
| Additional Adjustments | | 35¢ for Maintenance, Electrician and Machinist; 25¢ for Capper, Category B; 20¢ for Shipper and Receiver | 35¢ for Maintenance, Electrician and Machinist; 25¢ for Capper, Category B | 30¢ for Maintenance, Electrician and Machinist; 25¢ for Capper, Category B |
| General Help | | \$7.78-\$8.14 (\$7.41-\$7.75) | \$8.17-\$8.55 | \$8.58-\$8.98 |
| Electrician \$15.38 | | \$10.81-\$13.34 (\$9.96-\$12.37) | \$11.70-\$14.35 | \$12.58- |

Maximum rate for General Help is reached after 9 months and for Electrician, when licensed or 5 years service, following 45-day probationary period.

Overtime Pay:Continuous 7-day shift - Double time (time and one-half) for all hours worked in excess of 12 hours per day.
Paid Vacations: 5 weeks after 20 years of service (new).

Health and
Welfare:

Life Insurance - Benefit is \$15,000 (\$12,000).

Vision - Maximum claim is \$100 (\$90) every 2 years.

Dental (new) - Effective July 1991, dental plan equivalent to Blue Cross #7. Coverage is based on the 1986 ODA fee schedule.

ELECTRICAL PRODUCTS

Camco Inc. at Hamilton - Local 550, Electrical Workers (UE)(CLC): A 36-month renewal agreement effective from April 23, 1989 to April 22, 1992, covering 1,500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| Wages: | Effective | Apr. 23/89 | Apr. 23/90 | Apr. 23/91 |
|---|-----------|---------------------------------------|-------------------|-------------------|
| General Increases | | 46.4¢ | 26¢ | 20¢ |
| Skilled Trades Adjustment | | 60¢ | | |
| Labour Grade 1 (includes Labourer) | | \$12.581 (\$12.117) | \$12.841 | \$13.041 |
| Labour Grade 14 (includes Tool & Die Maker) | | \$16.719-\$16.972 (\$15.655-\$15.908) | \$16.979-\$17.232 | \$17.179-\$17.432 |

Previous rates reflect 2¢ COLA folded into wages during the previous agreement.

Maximum rate for Tool and Die Maker is reached after 6 months.

COLA: 1¢ per 0.32 point change in the CPI - 1971=100 from September 1989 to December 1989. Three further quarterly adjustments in the second year and four in the third year. (Basic formula is unchanged.)

Shift Premium: 0-55¢-55¢ (0-50¢-50¢).

Paid Vacation: 4 weeks after 10 (12) years of service and 5 weeks after 20 (21) years.

Bereavement Leave: Maximum 3 (1) days' paid leave upon death of brother/sister-in-law. Maximum 5 (3) days' paid leave upon death of spouse, son, daughter, father or mother.

Health and Welfare: Life Insurance - Effective May 29, 1989, benefit is \$22,000 (\$21,000). Effective April 23, 1990, \$23,000. Effective April 23, 1991, \$24,000.

AD & D - Effective May 29, 1989, benefit is \$17,500 (\$17,000). Effective April 23, 1990, \$18,000. Effective April 23, 1991, \$19,000.

Dental - Orthodontic coverage is added, with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 per dependent child (new). Coverage is based on the 1987 (1986) ODA fee schedule. Effective April 23, 1990 and 1991, the 1988 and 1989 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective April 23, 1989, \$17.50 (\$16.50) per month per year of service. Effective April 23, 1990, \$18. Effective April 23, 1991, \$19.

Early Retirement - Effective April 23, 1989, employees with 2 or more years of plan membership may elect to retire early.

SUB: Total benefit due to lay-off is one week's pay for every year of seniority plus 1/12 of a week's pay for each additional month (lesser of 50% of week's pay or \$200 per year of service).

Total benefit due to plant closing is 1½ week's pay for each year of seniority plus 3/8 of a week's pay for each additional 3 months, up to 20 years; and for seniority in excess of 20 years, 2 week's pay for each year plus ½ week's pay for each additional 3 months (new).

Safety Shoe Allowance: \$65 (\$50) per year.

Microtel Limited at Brockville - Local 526, Communications-Electrical Workers (CLC):
A 12-month renewal agreement effective from May 12, 1989 to May 11, 1990, covering 350 employees, settled at the bargaining stage.
Duration of negotiations - 1½ months.

| | | |
|--------|--|---|
| Wages: | Effective | <u>May 12/89</u> |
| | General Increase | 4.5% |
| | Additional Adjustments | Certain classifications upgraded or deleted |
| | Labour Grade A (includes Assembler) | \$12.09 (\$11.57) |
| | Labour Grade L (includes all Skilled Trades) | \$16.55 (\$15.84) |

Health and Welfare: Semi-Private Hospitalization and Major Medical - Employer pays \$20.77 (\$16.76) per month for single coverage and \$60.65 (\$48.94) per month for family coverage.

Dental Plan - Coverage is based on the 1989 (1988) ODA fee schedule. Employer pays \$22.89 (\$21.55) per month for single coverage and \$50.69 (\$47.71) per month for family coverage.

Pension Plan: Basic Benefit - \$23 (\$22) per month per year of service.

Meal Allowance: \$5.50 (\$5) meal ticket after 1 hour of overtime.

Safety Prescription Glasses: \$41 (\$34) per year.

Safety Shoe Allowance: \$41 (\$38) per pair or 50% of the cost, whichever is less, for a maximum of 2 pairs per year.

Rockwell International of Canada Ltd., Collins Canada Division at Toronto - Local 1966, Electrical Workers (IBEW) (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1989 to April 30, 1992, covering 214 employees, settled at the conciliation officer stage.
Duration of negotiations - 1 month.

| | | | |
|--------|-------------------|-----------------|-----------------|
| Wages: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | General Increases | 7% | 4% |
| | COLA Fold-in | \$1.53 | |

| | | |
|--|--------------------------------------|-----------------|
| Labour Grade 10 (includes Assembly Operator) | \$9.72-\$10.79 (\$7.55-\$8.55) | \$10.11-\$11.22 |
| Labour Grade 3 (Test Technician) | \$13.87-\$14.61 (\$11.43-\$12.12) | \$14.42-\$15.19 |

Effective May 1/91

General Increase 4%

Labour Grade 10 \$10.51-\$11.67

Labour Grade 3 \$15.00-\$15.80

Maximum rate for Labour Grade 10 is reached after two 3-month increases and for Labour Grade 3, after three 3-month increases.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the May 1989 index as the base. Triggered at 5%, 4%, and 4% in each contract year respectively. Adjusted quarterly. (Basic formula is unchanged. Previously, triggered at 3% annually.)

Shift Premium: 40¢ (35¢) per hour worked on the afternoon shift.

Health and Welfare: Life Insurance - Benefit is \$25,000 (\$21,000).

Life Insurance for Retirees - Benefit is \$8,000 (\$6,000).

Life Insurance for Dependents - Benefit is \$4,000 (\$2,500).

Dental - Coverage continues to be updated annually to the current year's ODA fee schedule.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of service. Effective May 1, 1990 and 1991, \$16 and \$17 respectively.

Asea Brown Boveri Inc., TTI Division, previously Transelectrix Technology Inc. at Guelph - Local 541, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>May 14/89</u> | <u>Sept. 30/89</u> |
|-----------------------|-----------|------------------------|------------------|--------------------|
| COLA Fold-in | | 33¢ | | |
| Increases | | 40-60¢ | 14¢-17¢ | 14¢ |
| Labourer | | \$12.665 (\$11.935) | \$12.805 | \$12.945 |
| Tool and Die Maker | | \$16.128 (\$15.198) | \$16.298 | \$16.438 |
| Effective | | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> | |
| Increases | | 25¢-41¢ | 29¢-45¢ | |
| Labourer | | \$13.195 | \$13.485 | |

| | | |
|-----------------------|----------|----------|
| Tool and Die Maker | \$16.848 | \$17.298 |
|-----------------------|----------|----------|

COLA: 1¢ per 0.32 point change in the CPI - 1971=100, using the December 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Paid Holidays: 1 floating day is added for a total of 13 (12) days.

Paid Vacation: 4 weeks after 11 (12) years of service.

Health and Welfare: Semi-Private Hospitalization - Benefit is \$45 (\$30) per day. Effective January 1, 1991, \$50.

Continuation of Benefits - Retiree's spouse is eligible for dental coverage (new).

Safety Shoe Allowance: \$60 (\$50) per year. Effective January 1, 1991, \$65.

Canada Wire and Cable Limited at Simcoe - Local 6187, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 20, 1989 to February 19, 1992, covering 219 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

| | | | | |
|--------|------------------------|--------------------------------------|-------------------|-------------------|
| Wages: | Effective | <u>Feb. 20/89</u> | <u>Feb. 20/90</u> | <u>Feb. 20/91</u> |
| | General Increases | 75¢ | 70¢ | 70¢ |
| | Floor Worker | \$11.66-\$12.27 (\$10.91-\$11.52) | \$12.36-\$12.97 | \$13.06-\$13.67 |
| | Industrial Electrician | \$17.14-\$17.96 (\$16.39-\$17.21) | \$17.84-\$18.66 | \$18.54-\$19.36 |

Maximum rates are reached after three 50-working day increases.

COLA: 1% per 1% increase in the CPI - 1971=100, from the January 1990 index to the January 1991 index. Triggered at 6%. Capped at 50¢ (25¢). (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: Twelve Hour Shift - Effective May 3, 1989, 37¢ (35¢) per hour. Effective February 20, 1990, 39¢. Effective February 20, 1991, 40¢.

Health and Welfare: Life Insurance and AD & D - Effective June 1, 1989, benefit is \$17,000 (\$16,000). Effective March 1, 1990, \$18,000. Effective March 1, 1991, \$19,000.

Weekly Indemnity - Effective June 1, 1989, benefit is \$260 (\$240). Effective May 1, 1990, \$275. Effective March 1, 1991, \$295.

Dental - Effective June 1, 1989, coverage is based on the 1985 (1984) ODA fee schedule. Effective March 1, 1990, the 1987 ODA fee schedule. Effective March 1, 1991, the 1988 ODA fee schedule. Root canal coverage is added (new).

Pension Plan: Basic Benefit - Effective June 1, 1989, \$15.50 (\$13.50) per month per year of service. Effective March 1, 1990, \$17. Effective March 1, 1991, \$19.

Safety Shoe Allowance: Effective May 3, 1989, \$32 (\$30) per pair. Effective February 20, 1990, \$34. Effective February 20, 1991, \$36.

NON-METALLIC MINERAL PRODUCTS

Ottawa Area Ready Mix Companies at Ottawa - Local 230, Teamsters (AFL-CIO): A 24-month renewal agreement effective from March 1, 1989 to February 28, 1991, covering 320 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| | | | |
|--------|---------------------------------------|----------------------|------------------|
| Wages: | Effective | <u>Mar. 1/89</u> | <u>Mar. 1/90</u> |
| | General Increases | 50¢ | 70¢ |
| | <u>Denis Brisbois Contractor Ltd.</u> | | |
| | Labourer | \$17.08 (\$16.58) | \$17.78 |
| | Mechanic Class A | \$17.53 (\$17.03) | \$18.23 |

Lead Hand Premium: 50¢ (10¢). Effective March 1, 1990, 75¢.

Health and Welfare: Life Insurance and AD & D - Effective March 1, 1990, benefit is \$25,000 (\$22,500).

LTD - Benefit is \$700 (\$600) per month.

Dental - Coverage continues to be based on the current year's ODA fee schedule, with a maximum claim of \$3,000 (\$1,000) per year.

Pension Plan (new): Employer Contribution - \$80 per month. Effective March 1, 1990, \$100.

MISCELLANEOUS MANUFACTURING

Robertshaw Controls Canada Inc. at Toronto - Local 512, Electrical Workers (UE)(CLC): A 12-month renewal agreement effective from May 1, 1989 to April 30, 1990, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

| | | |
|--------|-------------------------|--------------------------------------|
| Wages: | Effective | <u>May 1/89</u> |
| | General Increase | 3% |
| | Assembly II | \$9.67-\$9.96 (\$9.39-\$9.67) |
| | Tool and Die Maker I | \$16.50-\$16.77 (\$16.02-\$16.28) |

Previous rates reflect 20¢ COLA folded into wages during the previous agreement.

Maximum rates are reached after 6 months.

COLA: 1¢ per 0.158 point increase in the CPI - 1981=100, from the September 1989 to the December 1989 index, payable in February 1990 and capped at 5¢. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$13,000 (\$12,000).

Manchester Plastics Limited, G.S. Wooley Division, previously G.S. Wooley 1978 Ltd. at Scarborough - Local 303, Canadian Auto Workers (CLC): A 35-month early renewal agreement effective from May 29, 1989* to April 30, 1992, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement was scheduled to expire October 17, 1989.

| Wages: | Effective | <u>May 29/89</u> | <u>Oct. 17/89</u> | <u>Oct. 17/90</u> |
|-------------------|-----------|----------------------|-------------------|-------------------|
| General Increases | | 20¢ | 50¢ | 30¢ |
| Operator | | \$8.70 (\$8.50) | \$9.20 | \$9.50 |
| Toolmaker | | \$17.74 (\$17.54) | \$18.24 | \$18.54 |
| | Effective | <u>Apr. 30/91</u> | <u>Oct. 17/91</u> | |
| General Increases | | 25¢ | 25¢ | |
| Operator | | \$9.75 | \$10.00 | |
| Toolmaker | | \$18.79 | \$19.04 | |

COLA (new): 1¢ per 0.125 point increase in the CPI - 1981=100, from January 1992. Adjusted quarterly.

Shift Premium: Effective October 17, 1991, 0-30¢-40¢ (0-25¢-35¢).

Paid Holidays: Effective in 1990, 3 (2) floating days are added for a total of 12 (11) days for Christmas shutdown. Effective in 1991 and 1992, 4 and 13 respectively. Reverts to 2 and 9 after the end of this agreement.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent.

Health and Welfare: LTD (new) - Effective January 1, 1990, employer pays 100% of premium costs. Benefit is 60% of regular earnings until recovery, death or retirement age.

Vision (new) - Effective October 17, 1989, employer pays 100% of premium costs. Maximum claim is \$100 per family member every 2 years.

CONSTRUCTION

Metropolitan Toronto Independent Contractors, Low Rise Residential Construction - Local 46, Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 560 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1½ months.

| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|---|---|-----------------|-----------------|
| | General Increases | \$2 | \$2 |
| | Journeyman | \$26.50 | \$28.50 |
| | Plumber | (\$24.50) | |
| Package rates shown include wages, vacation and holiday pay, and employer contributions to pension and welfare fund, 5¢ to training fund, 1¢ to union fund (new), and previously 10¢ to SUB fund. | | | |
| Welfare Fund: | Employer contributes \$1.10 (\$1) per hour worked. | | |
| Pension Fund: | Employer contributes 90¢ (65¢) per hour worked. Effective May 1, 1990, \$1. | | |

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - International Operating Engineers (AFL-CIO/CFL):
A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 500 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|---|--|----------------------|-----------------|
| | Increases | \$1.50-\$2 | \$1.50-\$2 |
| | Intermediate Operator | \$27.58 (\$25.68) | \$29.08 |
| | Principal Operator Group 1 | \$29.60 (\$27.60) | \$31.60 |
| Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds. | | | |
| Welfare Fund: | Employer contributes 75¢ (70¢) per hour worked. Effective May 1, 1990, 80¢. | | |
| | <u>Life Insurance</u> - Benefit is \$250,000 (\$100,000). | | |
| Pension Fund: | Employer contributes \$1.75 (\$1.25) per hour worked. Effective May 1, 1990, \$2.25. | | |
| Room and Board Allowance: | \$77.50 (\$75) per day worked, paid weekly. Effective November 1, 1989, \$80. Effective May 1 and November 1, 1990, \$82.50 and \$85 respectively. | | |
| Travel Allowance: | 30¢ (25¢) per kilometre. | | |

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 500 Ontario employees, settled at the bargaining stage in May 1989. Duration of negotiation - 2½ months.

| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|----------|-------------------|-----------------|-----------------|
| | General Increases | \$2.00 | \$1.50 |

| | | |
|----------------------|----------------------|---------|
| Rodman | \$23.25 (\$21.25) | \$24.75 |
| Specialized Labourer | \$24.63 (\$22.63) | \$26.13 |

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 10¢ to training and 11¢ to industry funds.

| | |
|------------------------|---|
| Welfare Fund: | Employer contributes 70¢ (60¢) per hour worked. |
| Pension Fund: | Employer contributes 70¢ (60¢) per hour worked. Effective May 1, 1990, 80¢. |
| Mileage allowance: | 30¢ (25¢) per kilometre. |
| Subsistence Allowance: | \$77.50 (\$75) per day. Effective November 1, 1989, \$80. Effective May 1, 1990, \$82.50. Effective November 1, 1990, \$85. |

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 200 Ontario employees, settled at the bargaining stage in May 1989. Duration of negotiations - 4 months.

| Package: | Effective | <u>May 1/89</u> | <u>Jan. 1/90</u> | <u>May 1/90</u> |
|-----------------------------|-----------|----------------------|------------------|-----------------|
| Increases | | \$1.50-\$2 | 10¢ | \$1.40-\$1.90 |
| Pick-up, Pilot Car or Truck | | \$27.56 (\$26.15) | \$27.66 | \$29.05 |
| Lowbed Driver | | \$30.61 (\$28.71) | \$30.71 | \$32.61 |

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and 11¢ to industry funds.

| | |
|------------------------|---|
| Welfare Fund: | Employer contributes \$1.45 (\$1.25) per hour worked. |
| Pension Fund: | Effective January 1, 1990, employer contributes \$1.40 (\$1.30) per hour worked. |
| Training Fund (new): | Effective May 1, 1990, employer contributes 10¢ per hour worked. |
| Mileage Allowance: | 30¢ (25¢) per kilometre. |
| Subsistence Allowance: | \$77.50 (\$75) per day. Effective November 1, 1989, \$80. Effective May 1, 1990, \$82.50. Effective November 1, 1990, \$85. |

Ontario Carpentry Contractors Association, province-wide except OLRB Areas 1 and 19 to 25 inclusive - Local 27, Carpenters (AFL-CIO) (residential low-rise construction): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 540 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

| Package: | Effective | <u>May 23/89</u> | <u>May 1/90</u> |
|----------|--------------------------|----------------------|-----------------|
| | General Increases | \$2.62 | \$1.90 |
| | Journeyman Carpenter | \$24.95 (\$22.33) | \$26.85 |
| | Formwork Carpenter (new) | \$26.45 | * |

Package rates shown includes wages, vacation and holiday pay, and employer contributions to pension and welfare funds.

* 100% of wages and benefits and 50% of pension as set out in the provincial ICI agreement for Journeyman Carpenter.

Piece-work Rates per Square Foot: Effective May 23, 1989, \$1.90 or 7% per square foot whichever is greater above existing rate. Effective May 1, 1990, \$2.05 or 8% whichever is greater. An additional 7% (6%) is to be paid to cover cost of benefit package.

Apprentice Fund: Employer contributes 13¢ (8¢) per hour worked.

Welfare Fund: Employer contributes \$1.25 (\$1.18) per hour worked. Effective May 1, 1990, \$1.28.

Pension Plan: Employer contributes 60¢ (25¢) per hour worked. Effective May 1, 1990, 75¢.

Toronto and Vicinity Residential Framing Contractors Association at OLRB Area 8 - Local 183, Labourers (AFL-CIO) (housing carpentry): A 24-month renewal agreement effective from May 15, 1989* to April 30, 1991, covering 2,300 employees, settled during a work stoppage. Duration of negotiations - 3 months.

* Previous agreement expired April 30, 1989.

| Package: | Effective | <u>May 15/89</u> | <u>May 1/90</u> |
|----------|------------------|----------------------|-----------------|
| | Increases | \$2.35-\$3.95 | \$1.35-\$1.90 |
| | General Labourer | \$22.85 (\$20.50) | \$24.20 |
| | Carpenter | \$25.60 (\$22.98) | \$27.50 |

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and training funds.

| | |
|-----------------------------------|--|
| Piece-Work Rates per Square Foot: | \$2.05 (\$1.80) for houses less than 1,600 square feet, \$1.95 (\$1.70) for houses from 1,601 to 2,400 square feet and \$1.90 (\$1.65) for more than 2,400 square feet. Effective May 1, 1990, \$2.15, \$2.05 and \$2 respectively. An additional 7% (6%) of each rate is to be paid to cover cost of benefit package. |
| Overtime Pay: | Time and one-half after 9 (10) hours per day, Monday to Thursday (Monday to Friday), and after 8 hours on Fridays. |
| Welfare Fund: | Effective May 1, 1990, employer contributes \$1.30 (\$1.25) per hour worked. |
| Pension Fund: | Employer contributes 60¢ (50¢) per hour worked. Effective May 1, 1990, 80¢. |
| Training Fund: | Effective May 1, 1989, employer contributes 10¢ (5¢) per hour worked. |
| Room and Board Allowance: | \$70 (\$50) per day to a maximum of \$400 (\$300) for a six day week. |
| Travel Allowance: | Zone 2: \$8 (\$6) per day, Zone 3: \$10 (\$8). |

TRANSPORTATION

Canadian Pacific Limited, CP Rail Division, system-wide - Boilermakers, Electrical Workers (IBEW), Firemen and Oilers, Machinists, Plumbers, Sheet Metal Workers, and Railway Carmen (AFL-CIO/CLC and CFL) (shopcraft employees): One master agreement covering several 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 764 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

| | | | | |
|---------------------|---|------------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
| | General Increases | 4.5% | 4% | 4.5% |
| | Labourer | \$12.331 (\$11.80) | \$12.824 | \$13.401 |
| | Lead Hand Electrician | \$16.445 (\$15.737) | \$17.103 | \$17.873 |
| Shift Premium: | Effective June 1, 1989, 0-40¢-45¢ (0-35¢-40¢). | | | |
| Paid Vacation: | Effective January 1, 1991, 5 weeks after 18 (19) calendar years of service. | | | |
| Bereavement Leave: | Effective June 1, 1989, 3 days' paid leave upon death of grandparent (new). | | | |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Effective January 1, 1990, benefit is \$22,000 (\$20,000). | | | |
| | <u>Life Insurance for Retirees</u> - Effective January 1, 1991, benefit is \$5,000 (\$4,000). | | | |
| | <u>Weekly Indemnity</u> - Effective June 1, 1989, benefit is 70% of base pay to a maximum of \$390 (\$370). Effective January 1, 1990 and 1991, to a maximum of \$410 and \$425 respectively. | | | |

Major Medical - Effective January 1, 1990, maximum lifetime claim is \$32,000 (\$30,000).

Hearing - Effective June 1, 1989, maximum claim is \$250 (\$200) every 5 years.

Dental - Coverage is updated annually to the current year's (1988) ODA fee schedule. Maximum annual claim for restorative care is \$1,000 (\$900) per person.

Job Security/
Relocation
Allowances:

The following changes are effective June 1, 1989, unless otherwise stated.

Incidental Expenses - \$625 (\$600). Effective January 1, 1990, \$650.

Room and Board - \$165 (\$150) for single employee and \$65 (\$60) for each dependent for meals and temporary living accommodation per week.

Allowance for Loss on Sale of Home - \$9,350 (\$8,500). Effective January 1, 1990 and 1991, \$9,700 and \$10,000 respectively.

Commuting Allowance - \$155 (\$130) per month for up to 1 year. Effective January 1, 1990 and 1991, \$160 and \$165 respectively.

Wheeled Home Relocation Cost - Effective January 1, 1990, \$5,000 (\$4,600).

Severance Pay - 2 weeks' pay per year of service after 8 (10) years of cumulative compensated service.

Pension Plan:

Pension Indexing (new) - Pension benefit will be adjusted annually by no more than 50% of the annual increase in the CPI up to 6% for a maximum increase of 3%. Indexation is payable to retirees aged 65 or more who have been retired for at least 5 years. A maximum of \$1,500 per month of CP pension benefits will be indexed.

Disability Pension - Effective January 1, 1990, eligibility requirement is after 10 (15) years of pensionable service.

TRW Canada Limited, Thompson Products Division at St. Catharines - Employees

Association (Ind.): A 36-month renewal agreement effective from May 1, 1989 to April 30, 1992, covering 770 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:

| Effective | <u>May 1/89</u> | <u>May 1/90</u> | <u>May 1/91</u> |
|---------------------------|------------------------|-----------------|-----------------|
| General Increases | 3% | 3% | 3% |
| Skilled Trades Adjustment | 50¢ | | |
| COLA Fold-in | \$1.32 | | |
| General Labour | \$15.926 (\$14.181) | \$16.404 | \$16.896 |
| Master Maker | \$19.806 (\$17.462) | \$20.400 | \$21.012 |

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the January 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-45¢-75¢ (0-45¢-55¢).

Health and Welfare: Weekly Indemnity - Maximum benefit is \$390 (\$350). Effective May 1, 1990, \$410. Effective May 1, 1991, \$430.
LTD - Benefit is \$1,300 (\$800) per month.
Vision Care - Maximum claim is \$120 (\$100) every 2 years.

Pension Plan: Basic Benefit - \$28 (\$21) per month per year of service. Effective May 1, 1990, \$30. Effective May 1, 1991, \$32.
Future Retirees - For retirements after April 30, 1989 and before May 1, 1992, 2/3 of the increase to the basic pension in the years following retirement.
Current Retirees - Benefit is increased by 75¢ per month per year of service in each contract year.
Survivor Benefit - Monthly benefit is increased by 60¢ per year of service.

Safety Shoe Allowance: \$60 (\$50).

Tool Allowance: \$800 (\$700) for apprentice who successfully completes apprenticeship.

WHOLESALE TRADE

Grand & Toy Limited at Toronto - Local 9,197, United Steelworkers (AFL-CIO/CLC): A 22-month renewal agreement effective from May 23, 1989* to March 31, 1991, with wages retroactive to April 3, 1989, covering 260 employees, settled at the conciliation officer stage.
Duration of negotiations - 4½ months.

* Previous agreement expired March 31, 1989.

| Wages: | Effective | <u>Apr. 3/89</u> | <u>Oct. 2/89</u> |
|-------------------------------|-----------|--------------------------------------|------------------|
| General Increases | | 5% | 10¢ |
| Grade 04 (includes Packer) | | \$9.33-\$10.27 (\$8.89-\$9.78) | \$9.43-\$10.37 |
| Grade 06 (includes Driver) | | \$11.29-\$12.42 (\$10.75-\$11.83) | \$11.39-\$12.52 |
| | Effective | <u>Apr. 2/90</u> | <u>Oct. 1/90</u> |
| General Increases | | 5% | 10¢ |
| Grade 04 | | \$9.90-\$10.89 | \$10.00-\$10.99 |
| Grade 06 | | \$11.96-\$13.15 | \$12.06-\$13.25 |

| | |
|------------------------|--|
| Shift Premium (new): | 0-45¢-50¢. Effective April 2, 1990, 0-50¢-55¢. |
| Lead Hand Premium: | 50¢ per hour above the highest rate in the group (previously 50¢ above own rate). |
| Paid Vacation: | Effective April 2, 1990, 4 weeks and 1 day at 8.4% after 16 years of service, 4 weeks and 2 days at 8.8% after 17 years, 4 weeks and 3 days at 9.2% after 18 years, and 4 weeks and 4 days at 9.6% after 19 years (new). |
| Bereavement Leave: | Maximum 3 days' paid leave upon death of mother/father-in-law (new). |
| Paid Education Leave: | A total of 15 days' paid leave per year for health and safety training (new). |
| Health and Welfare: | <u>Vision (new)</u> - Effective September 1, 1989, employer pays 66 2/3% of premium costs. Maximum claim is \$150 per family member every 2 years. |
| Safety Shoe Allowance: | Employer pays 50% of cost to a maximum of \$45 (\$40) per year, and twice per year for drivers and helpers. Effective April 2, 1990, \$50. |

National Grocers Company Limited, Warehouse, Transport, and Cash and Carry operations at various locations in Ontario and Quebec - Locals 91, 106, 419, 879 and 880, Teamsters (AFL-CIO) (full-time and part-time employees): A 36-month renewal agreement effective from April 1, 1989 to March 31, 1992, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> | <u>Apr. 1/91</u> |
|------------------------|-----------|----------------------|------------------|------------------|
| General Increases* | | 70¢ | \$1 | \$1.30 |
| Printing Clerk | | \$14.07 (\$13.37) | \$15.07 | \$16.37 |
| Truck Mechanic Class A | | \$17.55 (\$16.85) | \$18.55 | \$19.85 |

* Apply to full-time employees only. Part-time, temporary and student rate is \$7.50 (\$6.50). Effective April 1, 1990 and 1991, \$8 and \$8.50 respectively.

Start Rates Full-time - Effective January 1, 1990, newly hired employee receives 70% of job rate, progressing to 100% after 2 years. (Previously, 55% of job rate, progressing to 100% after 45 months.)

| | |
|---|---|
| Shift Premium: | Effective April 1, 1990, 0-45¢-55¢ (0-35¢-45¢). |
| Paid Vacation (warehouse and office employees): | Effective in 1992, 4 weeks after 9 (10) years of service and 5 weeks after 16 (17) years. |

Health and
Welfare:

The following changes are effective May 13, 1989 unless stated otherwise.

Life Insurance and AD & D - Benefit is \$30,000 (\$25,000). Effective April 1, 1991, benefit is 2 times annual salary.

Life Insurance for Retirees - Effective April 1, 1990, benefit is \$5,000 (\$2,000) for retirees aged 65 or older. Effective April 1, 1991, \$10,000.

Weekly Indemnity - Maximum benefit is \$450 (\$400). Effective April 1, 1990 and 1991, \$500 and \$550 respectively.

LTD - Maximum benefit is \$1,200 (\$1,050) per month. Effective April 1, 1990 and 1991, \$1,400 and \$1,600 respectively.

Vision - Effective April 1, 1990, maximum claim is \$150 (\$100) per person every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan:

Pension plan has been renegotiated for a period of 6 years.

Effective January 1, 1990, a new contributory plan is introduced. The current plan provides \$25 per month per year of service, and in 1989 applies to the office unit as well as all other employees.

Basic Benefit - 1.25% of Year's Maximum Pensionable Earnings (YMPE) plus 1.75% of earnings above the YMPE for all future service.

Employer Contribution - 1% of earnings.

Part-time Employees - Eligible to participate if in each of 2 consecutive years they have worked 700 hours or earned 35% of YMPE.

Early Retirement (new) - Effective from July 1, 1989 to December 31, 1989, full-time employees aged 55 with 25 years of service are credited with 5 additional years of service for retirement. Effective January 1, 1991, full-time employees aged 55 with 30 years of service may retire on their full accrued pension. Employees aged 55 with less than 30 years of service may retire with pension reduced by 3% per year of early retirement prior to 62.

Current Retirees - Effective January 1, 1991, benefits are increased for employees who retired prior to January 1, 1988 by \$5 per month for all years since date of retirement.

Continuation of Benefits for Early Retirees (new) - Employer continues health and welfare benefits to age 65.

Pension Indexing (new) - Effective January 1, 1990, benefits for retirees aged 65 or older are increased by 75% of the increase in the CPI, minus 1%, to a maximum adjustment of 6.5%. Effective January 1, 1992, the above formula will apply to pension benefits accruing prior to retirement.

Tool Allowance: \$250 (\$200) per year.

Safety Shoe Allowance: Effective February 1, 1990, \$65 (\$60) per year.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Local 2026, Canadian Union of Public Employees (CLC) (office and clerical employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

| | | | |
|--------|--|--|-------------------|
| Wages: | Effective | July 1/88 | Apr. 1/89 |
| | General Increases | 5% | 1% |
| | <u>Weekly Rates</u> | | |
| | Level 2 (Mail Clerk) | \$333.66-\$375.13 (\$317.77-\$357.27) | \$337.00-\$378.88 |
| | Level 7 (Head Secretary) | \$451.93-\$558.89 (\$430.41-\$532.28) | \$456.45-\$564.48 |
| | Effective | July 1/89 | Apr. 1/90 |
| | General Increases | 5% | 1% |
| | Mail Clerk | \$353.84-\$397.83 | \$357.38-\$401.81 |
| | Head Secretary | \$479.27-\$592.71 | \$484.07-\$598.63 |
| | Maximum rates are reached after 2 years. | | |

Bereavement Leave: 3 working days (3 calendar days) paid leave upon death of parent, spouse, child, sister or brother.

Health and Welfare: Life Insurance - Additional optional coverage at 3 (2) times annual salary. Employer pays 80% (75%) of premium costs.

Vision - Maximum claim is \$150 (80) per person per year.

Hearing - Maximum claim is \$500 (\$300) per person every 5 years.

Dental - Maximum annual claim is \$2,000 (\$1,000) per family member. Maximum claim for orthodontics is \$3,000 (\$1,000) per family member per lifetime. Coverage continues to be based on the current year's ODA fee schedule.

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC) (full-time and part-time teaching assistants and office and clerical employees): A 24-month renewal agreement effective from October 1, 1988 to September 30, 1990, covering 454 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

| | | | | |
|--------|--|--------------------------------------|------------------|------------------|
| Wages: | Effective | <u>Oct. 1/88</u> | <u>Apr. 1/89</u> | <u>Oct. 1/89</u> |
| | General Increases | 4% | 1% | 5%* |
| | Job Group I (includes Clerk Typist) | \$8.36-\$10.12 (\$8.04-\$9.73) | \$8.45-\$10.22 | \$8.87-\$10.73 |
| | Job Group VII (Senior Secretary III) | \$13.22-\$16.26 (\$12.71-\$15.63) | \$13.35-\$16.42 | \$14.02-\$17.24 |

Maximum rates are reached after 2 annual increases.

* Conditional wage re-opener if the CPI increases by more than 5% above the April 1989 index. Capped at 8%.

Paid Vacation: Effective in 1989, 6 weeks after 27 years of seniority (new).

Health and Welfare: Vision - Maximum claim is \$200 (\$150) every 2 years.

Dental - Effective May 1, 1989, maximum lifetime claim for orthodontics is \$2,000 (\$1,000) per person. 75%-25% (50%-50%) co-insurance for endodontics and periodontics and 60%-40% (50%-50%) co-insurance for major restorative.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC)
(full-time and part-time plant operations employees): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| | | | |
|--------|------------------------|----------------------|------------------------|
| Wages: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | General Increases | 5% | 5%* |
| | Additional Adjustments | | Pay Equity Adjustments |
| | Custodian Grade 2** | \$11.91 (\$11.34) | \$13.26 |
| | Custodian Grade 5 | \$14.29 (\$13.61) | \$15.00 |

Previous rates reflect pay equity adjustments implemented at the expiry of the previous agreement.

* Conditional wage re-opener if the CPI increases by more than 5% above the April 1990 index. Capped at 8%.

** Rate also applies to Custodian Grade 1, part-time.

Rug Shampoo Premium: 35¢ (25¢) per hour.

Paid Vacation: 5 weeks after 17 (18) years of seniority and 6 weeks after 26 (27) years of seniority.

Health and
Welfare:

OHIP, Life Insurance, LTD, Major Medical, Vision, Semi-Private Hospitalization and Dental - Effective June 1, 1989 employer pays 85% (80%) of premium costs. Effective May 1, 1990, 90%.

Vision - Effective June 1, 1989, maximum claim is \$200 (\$150) every 2 years.

Dental - Effective June 1, 1989, maximum lifetime claim for orthodontics is \$2,000 (\$1,000) per person. 75%-25% (50%-50%) co-insurance for endodontics and periodontics and 60%-40% (50%-50%) co-insurance major restorative.

Parental Leave: 1 day's paid leave on date of birth of child (new).

Wentworth County Board of Education at Ancaster - Local 1572, Canadian Union of Public Employees (CLC) (clerical, custodial and maintenance employees):
Two 24-month renewal agreements effective from January 1, 1989 to December 31, 1990, covering 225 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:

| Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
|-----------------------|------------------|------------------|
| General Increases | 35¢ | 35¢ |
| Additional Adjustment | | 17¢ for Cleaner |

Clerical Employees

| | | |
|--------------------------------|--------------------------------------|-----------------|
| Receptionist 0-3 years | \$9.65-\$10.79 (\$9.30-\$10.44) | \$10.00-\$11.14 |
| Head Secretary 0-3 years | \$12.10-\$13.75 (\$11.75-\$13.40) | \$12.45-\$14.10 |

Custodial and
Maintenance Employees

| | | |
|--------------------------------------|--------------------------------------|-----------------|
| Cleaner (Housekeeper) 0-1 year | \$10.18-\$10.59 (\$9.83-\$10.24) | \$10.70-\$11.11 |
| Maintenance 0-1 year | \$12.75-\$13.28 (\$12.40-\$12.93) | \$13.10-\$13.63 |

| Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
|-----------------------|------------------|------------------|
| General Increases | 40¢ | 40¢ |
| Additional Adjustment | | 20¢ for Cleaner |

Clerical Employees

| | | |
|---------------------------|-----------------|-----------------|
| Receptionist 0-3 years | \$10.40-\$11.54 | \$10.80-\$11.94 |
|---------------------------|-----------------|-----------------|

| | | |
|-----------|-----------------|-----------------|
| Head | \$12.85-\$14.50 | \$13.25-\$14.90 |
| Secretary | | |
| 0-3 years | | |

Custodial and
Maintenance Employees

| | | |
|--------------------------|-----------------|-----------------|
| Cleaner (Housekeeper) | \$11.10-\$11.51 | \$11.70-\$12.11 |
| 0-1 year | | |

| | | |
|-------------|-----------------|-----------------|
| Maintenance | \$13.50-\$14.03 | \$13.90-\$14.43 |
| 0-1 year | | |

Paid Vacation: 5 weeks after 18 (20) years of service and 6 weeks after 25 (27) years.

Health and Welfare: Vision - Maximum claim is \$120 (\$100) every 2 years per family member.

Hearing (new) - Maximum claim is \$400 every 5 years per family member.

York Region Board of Education at Aurora - Local 1734, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | | |
|--------|--|--|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
| | Adjustments | Salary grid restructured with new classifications added | | |
| | | * | * | * |
| | Clerical Level 1 (includes Secretary Media Resources) | \$10.39-\$11.19 (\$9.28-\$10.08) | \$11.32-\$12.12 | \$11.80-\$12.60 |
| | Head Secretary- Secondary | \$17.40-\$18.20 (\$12.57-\$13.37) | \$18.33-\$19.13 | \$19.09-\$19.89 |

* Pay equity plan implemented

Maximum rates are reached after 3 annual increases.

COLA (new): 1% per 1% increase in the CPI from the October 1990 to the October 1991 index. Triggered at 4.5% and capped at a 2.5% payment. Payable as a lump sum in December 1991.

Health and Welfare: Dental - Coverage continues to be based on the previous year's ODA fee schedule.

HEALTH AND WELFARE SERVICES

Renfrew County Corporation, Bonnechere Manor at Renfrew - Local 1508, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 4½ months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|--------------------------------|--------------------------------------|------------------|
| | General Increases | 50¢ | 55¢ |
| | Housekeeping Aide 0-1 year | \$10.16-\$10.45 (\$9.66-\$9.95) | \$10.71-\$11.00 |
| | R.N.A. 0-1 year | \$11.73-\$11.95 (\$11.23-\$11.45) | \$12.28-\$12.50 |
| | Maintenance Person 0-1 year | \$11.78-\$11.97 (\$11.28-\$11.47) | \$12.33-\$12.52 |

| Effective | <u>Jan. 1/91</u> |
|--------------------|------------------|
| General Increase | 65¢ |
| Housekeeping Aide | \$11.36-\$11.65 |
| R.N.A. | \$12.93-\$13.15 |
| Maintenance Person | \$12.98-\$13.17 |

Shift Premium: 43¢ per hour worked between 3 p.m. and 7 a.m. if majority of shift hours are between 3 p.m. and 7 a.m. (previously, 40¢ per hour worked between 6 p.m. and 11 p.m. and 42¢ per hour worked between 11 p.m. and 7 a.m.)

Paid Holiday: Effective January 1, 1990, an additional floating day is added for a total of 13 (12) days.

Paid Vacation: 3 weeks after 1 (2) year of service, 4 weeks after 8 (9) years, and 5 weeks after 17 (18) years.

Health and Welfare (full-time): Major Medical - Effective July 1990, employer pays 60% (50%) of premium costs. Effective July 1991, 75%.

Dental - Effective July 1, 1989, employer pays 50% of premium costs for Blue Cross plan #9 (#7) or equivalent. Coverage is based on the 1988 (1987) ODA fee schedule. Effective July 1, 1990, employer pays 60% of premium costs and coverage is updated to the 1989 ODA fee schedule. Effective July 1, 1991, employer pays 75% of premium costs and coverage is updated to the 1990 ODA fee schedule.

Continuation of Benefits - Employer continues to share premium costs for life insurance, semi-private hospitalization, major medical and dental plans for up to 1 year for employee on unpaid sick leave (new).

Payment in Lieu of Fringe Benefits (part-time): Effective July 1, 1989, 13.5% (13%) of regular hourly rate. Effective July 1, 1990, 14%.

Clothing Allowance: Full-time - \$100 (\$95) per year. Effective January 1, 1990 and 1991, \$105 and \$110 respectively.

Part-time - \$55 (\$50) per year. Effective January 1, 1990 and 1991, \$60 and \$65 respectively.

SERVICES TO BUSINESS MANAGEMENT

Canadian Press and Broadcast News Limited at Toronto and Ottawa - Local 213, Newspaper Guild (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|---|--|-------------------|
| | General Increases | 5% | 6% |
| | Additional Adjustment | Some new classifications added | |
| | <u>Weekly Rates</u> | | |
| | <u>Editorial</u> | | |
| | Group 10 (Messenger) | \$335.49 (\$319.51) | \$355.62 |
| | Group 3 (includes Reporter, Editor) | \$548.70-\$866.92 (\$522.57-\$825.64) | \$581.62-\$918.94 |
| | Group 1 (Assistant Bureau Chief) | \$995.86 (\$948.44) | \$1,055.61 |

Maximum rate for Report Editor is reached after 5 annual increases.

Paid Vacation: 6 weeks after 25 years of service (new). Effective January 1, 1990, 5 weeks after 12 (13) years.

Health and Welfare: Life Insurance - Maximum benefit is \$60,000 (\$25,000).

Dental - Effective June 1, 1989, coverage is extended to include caps, crowns and dentures (new) and is based on the current (1988) ODA fee schedule.

Mileage Allowance: 38¢ (37¢) per mile or 23.6¢ (22.9¢) per kilometre.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Foreign Service Officers (Ind.): A 23-month renewal agreement effective from May 31, 1989* to April 30, 1991, with wages retroactive to May 1, 1989, covering 1,034 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired April 30, 1989.

| Wages: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|--------|-------------------|--|-------------------|
| | General Increases | 4% | \$1,782 |
| | FS-1 | \$31,527-\$43,477 (\$30,314-\$41,805) | \$33,309-\$45,259 |
| | FS-2 | \$42,568-\$61,543 (\$40,931-\$59,176) | \$44,350-\$63,325 |

Maximum rates are reached on merit.

Performance Bonus (new): Effective May 1, 1990, employee whose salary is at the maximum and whose performance is assessed as superior will be awarded a lump sum payment of up to 3% of salary or up to 4% for outstanding performance. Bonus is not added to salary and must be re-earned each year.

Paid Vacation: Effective May 1, 1990, 5 weeks after 19 (20) years of service.

Paid Marriage Leave: 5 (2) days.

Acting Pay: While on assignment, an employee required to perform duties at a higher classification for a minimum of 20 (30) consecutive working days receives acting pay as if the employee was appointed to the position.

Severance Pay: Second or Subsequent Lay-off - One week's pay per year of service to a maximum of 27 weeks (unchanged), less any severance pay granted on first lay-off (new).

Treasury Board of Canada - Public Service Alliance (CLC): A 42-month master settlement to renew 24 agreements effective between September 1, 1987 and March 1, 1988 to expire between February 28, 1991 and August 28, 1991, covering 55,021 Ontario employees, settled at the conciliation commissioner stage. Duration of negotiations - 21 months.

| Wages: | Effective | <u>First Increase</u> Effective Date of Respective Agreement | <u>Second Increase</u> 14 months after first increase | <u>Third Increase</u> 14 months after second increase |
|--------|-----------|---|---|--|
| | Increases | 5% | 4.8% except 5.55% for GL Group, 5.28% for GS Group, and 5.41% for FR Group | 4.6% except 4.76% for GL Group and 4.91% for GS Group |

Additional
Adjustments

- HP Group - Effective December 7, 1988, one step added to maximum of all salary levels.
- FR Group - Effective March 1, 1989, one step added at the maximum of salary Level 1 and Level 2.
- CX Group - Effective March 1, 1989, one step added to maximum of all salary levels.
- GL Group - Effective January 5, 1989, 13 (16) pay zones.
Effective March 5, 1990, 10 pay zones.
- GS Group - Effective April 5, 1989, 13 (16) pay zones. Effective June 5, 1990, 10 pay zones.

Clerical and Regulatory Group (CR)

| Effective | <u>Dec. 12/87</u> | <u>Feb. 12/89</u> | <u>Apr. 12/90</u> |
|-----------|--------------------------------------|-------------------|-------------------|
| CR-1 | \$7.69-\$8.79 (\$7.33-\$8.37) | \$8.06-\$9.21 | \$8.44-\$9.63 |
| CR-7 | \$17.25-\$18.89 (\$16.43-\$17.99) | \$18.08-\$19.79 | \$18.91-\$20.70 |

Maximum rates are reached on merit.

- Shift Premium: 0-\$1-\$1 (0-50¢-60¢).
- Split Shift Premium (GS Group): 50¢ (35¢) per hour.
- Weekend Premium: 75¢ (55¢) per straight time hour worked.
- Standby Pay: \$10 (\$7) per 8-hour period or portion thereof, to a maximum of \$30 (\$14) per day. Provision extended to HP Group (new).
- Reporting Pay/
Call Back Pay: Minimum 3 hours' pay at overtime rates on days of rest and holidays (minimum 4 hours' pay at regular rate).
- Paid Vacation: Effective April 1, 1989, 4 weeks after 8 (9) years of service and 6 weeks after 30 years (new). Effective April 1, 1990, 5 weeks after 19 (20) years.
- G.S.M.I.P.: Employer pays 75% (50%).
- Diving Duty Allowance (EG, GT and GL Groups): \$12.50 (\$8.50) per hour for a minimum of 2 hours per scuba dive.
- Transfer at Sea Allowance (EG and GL, except AIM subgroup)(new): \$5 per transfer.
- Dog Handler's Allowance (CX Group): \$3 (\$2.50) for minimum 1 hour dog handling in 4-hour period.

| | |
|--|---|
| Horse Allowance (GL Group): | \$750 (\$500) per season. |
| Flight Inspection Allowances (GL Group): | \$80 (\$75) per month for employees required to perform flight inspection duties, \$10.50 (\$7.50) per hour or part thereof for employees not normally required to perform such duties, and \$10.50 (\$7.50) per hour or part thereof for performing flight inspection tests. |
| Meal Allowance: | \$6 (\$5) after 3 hours of overtime and \$6 (\$4) after 4 more hours. |
| Penological Factor Allowance: | X = \$1,600 (\$1,400). |
| Responsibility Allowance (CX Group): | \$3 (\$2) for every 4 hours worked as a service officer of the institution. |
| Severance Pay: | <u>First Lay-off</u> - 2 weeks' pay for the first year of service plus 1 week's pay for each additional year of service (previously to a maximum of 28 weeks' pay). <u>Second or Subsequent Lay-off</u> - 1 week's pay per year of service (previously to a maximum 27 weeks' pay) less any period of payment for the first lay-off. <u>Retirement</u> - 1 week's pay per year of service to a maximum 30 (28) weeks' pay. <u>Death</u> - 1 week's pay per year of service to a maximum 30 (28) weeks' pay. <u>Incompetence (new)</u> - 1 week's pay per year of service to a maximum 28 weeks' pay, payable to employees with 10 or more years of service. (Previously, applied to incapacity only.) |
| Long Service Pay (FR Group): | \$240 (\$120) after 5 to 9 years of service, \$350 (\$175) after 10 to 14 years, \$480 (\$240) after 15 to 19 years, \$610 (\$305) after 20 to 24 years, \$740 (\$370) after 25 to 29 years, and \$870 (\$435) after 30 years and over. |

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employee (NUPGE) (CLC) (administrative services category): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 6,969 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

| | | |
|--------|---|--|
| Wages: | Effective | <u>Jan. 1/89</u> |
| | General Increase | 5.89% |
| | Additional Adjustment | 3% to Employment Standards Auditor 1 |
| | <u>Weekly Rates</u> | |
| | Travel Counsellor 2 36½ hours per week | \$459.91-\$511.65 (\$434.33-\$483.19) |

| | |
|----------------------------|-----------------------|
| Technical Consultant 1 | \$950.56-\$1,164.42 |
| Minimum 36½ hours per week | (\$897.69-\$1,099.65) |

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Durham Regional Municipality, Works Department at Whitby - Local 1785, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|-------------------------------|-----------|----------------------|---|
| General Increases | | 90¢ | 6% |
| Additional Adjustment | | | 25¢ to Skilled Maintenance Worker and Chief Maintenance Operator |
| Labourer | | \$13.36 (\$12.46) | \$14.16 |
| Chief Maintenance Operator | | \$16.24 (\$15.34) | \$18.10 |

Start Rates - Effective May 4, 1989, 60¢ (50¢) below job rate.
Effective January 1, 1990, 70¢ below job rate.

Lead Hand
Premium: 50¢ (45¢) per hour.

Sign Painter
Premium: 50¢ (45¢) per hour.

Standby Pay: \$9.75 (\$9.25) per day. Effective January 1, 1990, \$10.

Holiday Pay: Double time (time and one-half) on Christmas Day.

Paid Vacation: 6 weeks after 25 (26) years of service. Effective January 1, 1990, 5 weeks after 17 (18) years.

Health and
Welfare: Life Insurance - Effective June 1, 1989, maximum benefit is \$66,000 (\$64,000). Effective January 1, 1990, \$67,500.

Life Insurance for Retirees - Benefit is \$2,000 (\$1,800).

LTD - Effective January 1, 1990, maximum monthly benefit is \$2,000 (\$1,850).

Vision - Effective June 1, 1989, maximum claim is \$120 (\$100) per person every 2 years. Effective January 1, 1990, \$130.

Dental - Maximum annual claim is \$1,500 (\$1,000) per person. Effective June 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule, and major restorative coverage is added, with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 per person (new). Effective January 1, 1990, the 1989 ODA fee schedule.

Continuation of Benefits for Early Retirees (new) - For retirements effective January 1, 1989 or later where age plus years of service equals 90, employer pays 100% of premium costs for OHIP, major medical and dental plans, to age 65.

Hamilton City Corporation and Hamilton-Wentworth Regional Municipality at Hamilton - Local 5 and 167, Canadian Union of Public Employees (CLC) (inside and outside employees): Three 24-month renewal agreements effective from January 16, 1989 to January 15, 1991 for Hamilton City Corporation and Hamilton-Wentworth Regional Municipality outside employees and effective from February 1, 1989 to January 31, 1991 for Hamilton-Wentworth Regional Municipality inside employees, covering 1,148 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:

Hamilton City Corporation - outside employees

| Effective | <u>Jan. 16/89</u> | <u>July 1/89</u> | <u>Aug. 1/89</u> |
|------------------------|----------------------------|------------------|---|
| General Increases | 4% | 3% | 1% |
| Additional Adjustments | some job reclassifications | | Interim job evaluation salary adjustments |
| Labourer | \$12.615 (\$12.130) | \$12.994 | \$13.094 |
| Motor Mechanic | \$15.312 (\$14.723) | \$15.771 | \$16.007 |

| Effective | <u>Jan. 16/90</u> | <u>July 1/90</u> |
|-------------------|-------------------|------------------|
| General Increases | 4% | 1% |
| Labourer | \$13.617 | \$13.754 |
| Motor Mechanic | \$16.648 | \$16.814 |

Hamilton-Wentworth Regional Municipality - inside employees

| Effective | <u>Feb. 1/89</u> | <u>July 1/89</u> |
|-------------------|--|---------------------|
| General Increases | 5.5% | .5% |
| Clerk Typist III | \$340.43-\$365.96 (\$322.68-\$346.88) | \$342.13-\$367.79 |
| Systems Analyst | \$878.09-\$1,045.94 (\$832.31-\$991.41) | \$882.48-\$1,051.17 |

| Effective | <u>Feb. 1/90</u> | <u>July 1/90</u> |
|-------------------|---------------------|---------------------|
| General Increases | 4.5% | 1% |
| Clerk Typist III | \$357.53-\$384.34 | \$361.10-\$388.18 |
| Systems Analyst | \$922.19-\$1,098.47 | \$931.41-\$1,109.45 |

Based on merit, maximum rate for Clerk Typist III may be reached after 2 annual increases, and for Systems Analyst after 4 annual increases.

Paid Holidays: 1($\frac{1}{2}$) paid day prior to Christmas or New Year's day for a total of 12 ($11\frac{1}{2}$) days.

Paid Vacation: 4 weeks after 8 (9) years of service and 5 weeks after 16 (17) years. Effective February 1, 1990, 4 weeks after 7 years, 5 weeks after 15 years, 5 weeks plus 1 day after 18 (20) years, 5 weeks plus 2 days after 19 (21) years, 5 weeks plus 3 days after 20 (22) years, 5 weeks plus 4 days after 21 (23) years, 6 weeks after 24 (25) years and 7 weeks after 27 years (new).

Health and Welfare: Major Medical - Effective in 1990, maximum claim is \$200 per year for chiropractic services (new).
Vision - Effective in 1990, maximum claim is \$200 (\$100) per person every 2 years.
Dental - Effective May 17, 1989, maximum lifetime orthodontic claim is \$1,500 (\$1,000).

Mileage Allowance: 34¢ (22¢) per km. for the first 5,000 km. per year and 20¢ per km. in excess of 5,000 km.

London City Corporation - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 450 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
|-------------------------|-----------|----------------------------|----------------------------|----------------------------|
| Increases | | 4.5% with a minimum of 57¢ | 4.3% with a minimum of 57¢ | 4.3% with a minimum of 59¢ |
| Fork Lift Packer Helper | | \$11.72 (\$11.15) | \$12.29 | \$12.88 |
| Mechanic "A" | | \$15.00 (\$14.35) | \$15.64 | \$16.31 |

Shift Premium: 50¢ (45¢). Effective January 1, 1990, 55¢. Effective January 1, 1991, 60¢.

Weekend Premium: 50¢ (45¢), in addition to shift premium where applicable. Effective January 1, 1990, 55¢. Effective January 1, 1991, 60¢.

Paid Vacation: 6 weeks after 26 (27) years of service. Effective January 1, 1990, 6 weeks after 25 years. Effective January 1, 1991, 4 weeks after 9 (10) years.

Health and Welfare: Life Insurance - Benefit is \$60,000 (\$50,000).

Major Medical - Employer provides Blue Cross Deluxe (basic) travel coverage when outside of the country.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits for Retirees (new) - Effective April 1, 1989, employer pays 25% of premium costs for OHIP, Major Medical and Dental. Effective July 1, 1990, 50%.

Meal Allowance: Effective July 1, 1989, \$6 (\$5) after 10 consecutive hours worked.

Oshawa City Corporation, Public Works Department, Maintenance and Traffic Engineering Divisions, and Community Services Department, Parks and Recreation Divisions - Local 250, Canadian Union of Public Employees (CLC):
A 36-month renewal agreement effective from April 1, 1989 to March 31, 1992, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> | <u>Apr. 1/91</u> |
|---------------------|-----------|----------------------|------------------|------------------|
| General Increases | | 6.3% | 6% | 5% |
| Labourer, Caretaker | | \$14.47 (\$13.61) | \$15.34 | \$16.11 |
| Mechanic 2 | | \$18.23 (\$17.15) | \$19.32 | \$20.29 |

Previous rates reflect 8¢-10¢ COLA folded into wages during the previous agreement.

COLA: 1% per 1% increase in the CPI - 1981=100, from February 1991 to February 1992. Triggered at 5% (4%). Payable at end of contract and folded into rates. (Basic formula is unchanged.)

Shift Premium: Effective June 4, 1989, 0-64¢-64¢ (0-61¢-61¢). Effective April 1, 1990, 0-67¢-67¢. Effective April 1, 1991, 0-70¢-70¢.

Stand-by Pay: Effective October 1, 1989, \$8.25 (\$8) per day. Effective October 1, 1991, \$8.50.

Paid Vacation: Effective January 1, 1990, 4 weeks plus 3 days after 15 (16) years of service. Effective January 1, 1991, 6 weeks after 25 (26) years.

Health and Welfare: Life Insurance and AD & D - Effective June 1, 1989, benefit is 2 times basic annual salary to a maximum \$70,000 (\$65,000). Effective April 1, 1990 and 1991, \$75,000 and \$85,000 respectively.

Life Insurance for Retirees (new) - Benefit is \$4,000.

Continuation of Benefits for Retirees (new) - Benefit coverage continues to age 65 for employees retiring with an unreduced pension after January 1, 1989 with 25 years of service.

LTD - Effective April 1, 1990, maximum benefit is \$1,800 (\$1,700) per month. Effective April 1, 1991, \$1,900.

Vision - Effective July 1, 1989, maximum benefit is \$100 (\$85) per person every 2 years.

Dental - Effective July 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective July 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Sick Leave Gratuity: Employees hired after March 31, 1992, will no longer be entitled to receive cash against accumulated sick leave credits. (Previously, employees who had 10, 15 or 20 years of continuous service would receive pay for 1/4, 3/8 or 1/2 of accumulated sick day credits respectively, to a maximum of 6 months.)

Safety Footwear Allowance: \$65 (\$60) per year. Effective in 1990 and 1991, \$70 and \$75 respectively.

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 226 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

| | | | |
|--------|------------------------|----------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 1.9% |
| | <u>Hourly Rates</u> | | |
| | Constable 4th Class | \$14.78 (\$14.08) | \$15.06 |
| | Constable 1st Class | \$20.72 (\$19.73) | \$21.11 |
| | Staff Sergeant | \$25.36 (\$24.15) | \$25.84 |
| | Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 5% | 1.9% |
| | Constable 4th Class | \$15.81 | \$16.11 |
| | Constable 1st Class | \$22.17 | \$22.59 |
| | Staff Sergeant | \$27.13 | \$27.65 |

Breathalyzer
Officer Premium
(new): \$800 per year.

Coach Officer
(new): 4% above Constable 1st Class rate.

Paid Vacation: 3 weeks after 4 (5) years of service, 4 weeks after 9 (10) years, 5 weeks after 14 (15) years, 6 weeks after 19 (20) years, and 7 weeks after 24 (25) years.

Court Attendance
Leave: Summoned or subpoenaed employee on annual or statutory leave receives 20 (16) hours credit for each day at court.

Health and
Welfare: Life Insurance for Retirees (new) - Benefit is \$3,000, continuing to age 70.

Vision Care - Maximum claim is \$160 (\$140) per person every 2 years. Effective January 1, 1990, \$180.

Hearing - Maximum claim is \$500 (\$300) per person.

Dental - Coverage is based on the 1989 (1987) ODA fee schedule. Effective January 1, 1989 and July 1, 1990, the 1989 and 1990 ODA fee schedules respectively.

Meal Allowances: \$10 (\$5.50) after 3 hours of overtime and \$10 after each additional 4 hours.

Dry Cleaning Allowance: \$175 (\$150) per year towards the costs of cleaning uniforms. Effective January 1, 1990, \$190.

Training Allowance: \$60 (\$50) per week towards accommodation while at the police academy. Effective January 1, 1990, \$65.

Plain Clothes Allowance: \$800 (\$700) per year. Effective January 1, 1990, \$900.

Addenda

January 1989 Settlements

ELECTRICAL PRODUCTS

Murata Erie North America Ltd. at Trenton - Local 887, Canadian Auto Workers (CLC): A 24-month first agreement effective from January 1, 1989 to December 31, 1990, covering 613 employees, settled with mediation assistance and ratified in January 1989. Duration of negotiations - 4 months.

| | | | |
|-------------------------------------|---|--------------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 5% | 4% |
| | Grade 2A (General Labour) | \$7.48 (\$7.12) | \$7.78 |
| | Group 3 (includes Electrician, Electronic) | \$15.12-\$15.65 (\$14.40-\$14.90) | \$15.72-\$16.27 |
| | Hours of Work: 40 hours per week, 8 hours per day; 10 hours per day, 4 days per week; and a 12-hour swing shift. | | |
| Shift Premium: | 0-40¢-40¢ (0-35¢-35¢). Effective January 1, 1990, 0-45¢-45¢. | | |
| Reporting Pay and Call Back Pay: | Minimum 4 hours' pay. | | |
| Overtime Pay: | Time and one-half for all hours worked in excess of 8 hours per regular shift, 10 hours per afternoon shift or 12 hours per swing shift. | | |
| Weekend Shifts: | Time and one-half for all hours worked on a Saturday or holiday; double time on Sunday. | | |
| Paid Holidays: | New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and 2 floating days for a total of 11 days. | | |
| Paid Vacation: | 3 weeks after 5 years of seniority, 4 weeks after 10 years and 5 weeks after 20 years. | | |

| | |
|----------------------------------|--|
| Bereavement Leave: | 3 days' paid leave upon death of spouse, common-law spouse, child, step-child, parent, sister, brother, father/mother-in-law or grandchild. 1 day's paid leave for brother/sister-in-law or grandparent. |
| Paid Sick Leave: | 10 days per year for salaried employees only. |
| Jury Duty/Crown Witness Leave: | Employer pays the difference between regular pay and fees received. |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Benefit is \$17,500 (\$16,000). <u>Drug Plan</u> - 35¢ deductible per prescription on a 90%-10% (80%-20%) co-insurance basis. |
| | <u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1990, the 1988 ODA fee schedule. |
| | <u>Continuation of Benefits</u> - Employer pays premium costs for all benefits for up to 26 weeks for employee on WCB, weekly indemnity or a medically prescribed course of treatment for substance abuse. |
| Pension Plan: | <u>Employer Contribution</u> - Shared contribution equal to 1.5% of earnings up to a maximum of \$496.50 each and 2.5% of earnings above \$496.50. |
| Safety Shoe Allowance: | Maximum \$55 re-imbursement per year. Effective January 1, 1990, maximum \$60. |
| Tool Allowance (Skilled Trades): | Maximum \$100 re-imbursement per year. Effective January 1, 1990, maximum \$115. |

LOCAL ADMINISTRATION

Ottawa-Carleton Regional Municipality at Ottawa - Employees Association (Ind.) (professional employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 243 employees, settled at the bargaining stage and ratified in January 1989. Duration of negotiations - 14 months.

| | | | |
|--------|---|--|--|
| Wages: | Effective | <u>Jan. 1/88</u> | <u>May 1/88</u> |
| | Increases | | |
| | Nurses | | 2%-4.7% |
| | All other employees | 4.3% | |
| | Additional Adjustments | | 8 (6) steps on wage grid for Nurse Group 2 |
| | <u>Annual Rates</u> | | |
| | Engineer (Group 01) | \$23,904.14-\$28,413.84 (\$22,918.74-\$27,242.84) | |
| | Registered Nurse Group 02, Homes for the Aged | | \$30,907.50-\$36,172.50 (\$30,303.00-\$34,533.98) |

Ontario Land Surveyor (Group 04) \$54,615.60-\$59,253.22
(\$52,364.00-\$56,810.26)

Effective Jan. 1/89

May 1/89

Increases

Nurses 2.01%-3.76%

All other employees 4.2%

Additional Adjustments 9 steps on wage grid for Nurse Group 2

Engineer \$24,908.00-\$29,607.24

Registered Nurse Group 02 \$31,531.50-\$38,083.50

Ontario Land Surveyor \$56,909.58-\$61,741.94

Maximum rate for Engineer Group 01 is reached after 5 years, and for Ontario Land Surveyor, after 3 years.

Acting Pay: 85¢ (80¢) per hour for Nurse replacing supervisor for a full shift.

Call Back Pay: Time and one-half (straight time) for all hours worked or 3 hours' straight time pay, whichever is greater.

Paid Vacation: All employees except Nurses and Social Workers receive 4 weeks after 8 (9) years of service. Nurses and Social Workers receive 4 weeks after 3 years of service (unchanged).

Health and Welfare: LTD - Maximum benefit is \$4,500 (\$3,600) per month.

Dental - Effective February 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule.

March 1989 Settlement

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 576, Canadian Union of Public Employees (CLC) (full-time and part-time service and clerical employees): A 24-month renewal agreement effective from September 29, 1987 to September 28, 1989, covering 1,300 employees, settled at the post conciliation bargaining stage and ratified in March 1989. Duration of negotiations - 18 months.

| | | | |
|--------|------------------------|-------------------------------------|--------------------|
| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
| | General Increases | 6% | 5% |
| | Dietary Aide 0-2 years | \$10.55-\$10.84 (\$9.95-\$10.23) | \$11.08-\$11.38 |

| | | |
|-------------------|-------------------|-----------------|
| R.N.A. | \$11.50-\$12.13 | \$12.08-\$12.74 |
| 0-3 years | (\$10.85-\$11.44) | |
| Senior Account 11 | \$16.14-\$17.43 | \$16.95-\$18.30 |
| 0-4 years | (\$15.23-\$16.44) | |

Paid Holidays: Effective April 1, 1989, Remembrance Day is added for a total of 12 (11) days.

Paid Vacation: 3 weeks after 2 (3) years of service, 4 weeks after 6 (8) years, an 5 weeks after 16 (17) years.

Payment in Lieu of Fringe Benefits: Part-time (new) - 6% of straight time hourly rate in lieu of OHIP, semi-private hospitalization, major medical and dental plan.

Regularly Scheduled Casuals - 14% of straight time hourly rate in lieu of all benefits, and 4% vacation pay (previously, pro-rated sick leave, paid holidays and paid vacation).

April 1989 Settlement

HEALTH AND WELFARE SERVICES

St. Mary's General Hospital at Kitchener - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 9-month renewal agreements effective from April 10, 1989* to January 18, 1990, with wages retroactive to January 19, 1988, covering 380 employees, settled by arbitration in April 1989. Duration of negotiations - 17 months.

* Previous agreements expired January 18, 1988.

| | | | |
|--------|------------------------|--------------------------------------|-------------------|
| Wages: | Effective | <u>Jan. 19/88</u> | <u>Jan. 19/89</u> |
| | General Increases | 5% | 5% |
| | Additional Adjustments | 5¢ for RNA/ O.R. Tech. | |
| | Dietary Aide | \$10.28-\$10.62 (\$9.79-\$10.11) | \$10.79-\$11.15 |
| | RNA | \$11.72-\$12.15 (\$11.11-\$11.52) | \$12.31-\$12.76 |
| | Electrician | \$14.08 (\$13.41) | \$14.78 |

Maximum rates for Dietary Aide and RNA are reached after 3 years.

Shift Premium: 45¢ (40¢) per hour when majority of shift hours are between 3 p.m. and 7 a.m.

Paid Holidays: 12 (11) days.

Paid Vacation: 4 weeks after 8 (10) years of service, 5 weeks after 15 (17) years, and 6 weeks after 25 years (new).

Bereavement Leave: 3 (1) days' paid leave upon death of sister/brother/daughter/son-in-law.

Health and
Welfare (full-
time):

Semi-Private Hospitalization - Employer pays 100% (75%) of premium costs.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JUNE 1989



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

Highlights

Municipal Employees

Five agreements between CUPE and Toronto City Corporation, Metropolitan Toronto Municipality and Metropolitan Licensing Commission covering a total of 11,997 employees were settled with mediation assistance in June 1989.

The new agreements provide a 7% wage increase in the first year and a further 7% increase in the second year with a conditional wage reopener if the CPI Toronto increases by more than 8.5% above the December 1989 index.

Other terms of settlement included increases in shift premiums, standby pay, paid holidays, and improvements to health and welfare, and vacation benefits. New provisions were negotiated for paid adoption leave, and paid leave for ill dependents, and employees affected by reorganization, technological change or contracting-out receive wage protection.

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|---|---|------|
| 3M Canada Inc., London | Canadian Auto Workers (CLC) | 246 |
| Associated Hebrew Schools of Toronto | Employees Assn. (Ind.) | 212 |
| Bethany Lodge and ten other nursing homes, London and district | Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.) | 244 |
| Carlton Cards Ltd., Bramalea, Brampton and Toronto | Canadian Paperworkers (CLC) | 204 |
| Central Stampings Ltd. | Canadian Auto Workers (CLC) | 205 |
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| Cluett, Peabody Canada Inc., The Arrow Co. Div., Kitchener | Clothing and Textile Workers (AFL-CIO/CLC) | 203 |
| Dufferin-Peel Roman Catholic Separate School Board, Mississauga | CUPE (CLC) (maintenance, service and plant operations empls.) | 213 |
| Durham Regional Municipality, Homes for the Aged, Whitby, Oshawa, and Beaverton | CUPE (CLC) (full-time and part-time service empls.) | 229 |
| Eaton Yale Ltd., Suspension Div., Wallaceburg | United Auto Workers (AFL-CIO) | 207 |
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| Hamilton City Board of Education | Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.) | 214 |
| Hamilton Public Library Board | CUPE (CLC) (full-time, part-time and casual empls.) | 225 |
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| Norfolk County Board of Education, Simcoe | Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.) | 219 |
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| Peel Board of Education, Mississauga | CUPE (CLC) (full-time custodial and maintenance empls.) | 222 |
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| Strudex Fibres Ltd., Waterloo | Food and Commercial Workers (AFL-CIO/CLC) | 203 |
| Toronto City Corp., Metro Toronto Municipality and Metro Toronto Licensing Commission | CUPE (CLC) (inside and outside empls.) | 238 |
| Toronto Hospital Corp., Toronto General Hospital Div. | CUPE (CLC) (service and maintenance empls.) | 229 |
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| York City Corp., Works Department and Parks and Recreation Department | CUPE (CLC) (outside empls.) | 241 |
| York Regional Board of Commissioners of Police, Newmarket | Police Assn. (Ind.) | 241 |

TEXTILE

Strudex Fibres Ltd. at Waterloo - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1989 to February 28, 1991, covering 239 employees, settled during a work stoppage. Duration of negotiations - 4 months.

| | | | |
|---------------------|---|-------------------------------------|-------------------------------------|
| Wages: | Effective | <u>Mar. 1/89</u> | <u>Mar. 1/90</u> |
| | General Increases | 50¢ | 50¢ |
| | Additional Adjustments | 10¢-50¢ for certain classifications | 10¢-50¢ for certain classifications |
| | Tube Sorter | \$9.20 (\$8.70) | \$9.70 |
| | Machinist with certificate | \$13.25 (\$12.25) | \$14.25 |
| Shift Premium: | 0-30¢-35¢ (0-25¢-30¢). | | |
| Health and Welfare: | <u>LTD</u> - Employer contributes 48¢ (13¢) per hour to the union fund. <u>Dental</u> - Employer contributes 14¢ (13¢) per hour to the union fund. Effective March 1, 1990, 16¢. | | |
| Pension Plan: | <u>Employer Contribution</u> - 30¢ (18¢) per hour to the union fund. | | |

CLOTHING

Cluett, Peabody Canada Inc., The Arrow Company Division at Kitchener - Local 303a, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1989 to March 31, 1992, covering 364 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | | |
|--------|---|--------------------------------------|-------------------|------------------|
| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90*</u> | <u>Apr. 1/91</u> |
| | General Increases | 35¢ | 35¢ | 35¢ |
| | Category 1 (includes Swatcher) | \$6.35-\$6.65 (\$6.00-\$6.30) | \$7.30-\$7.70 | \$7.65-\$8.05 |
| | Category 8 (Utility Worker) | \$11.21-\$11.66 (\$10.86-\$11.31) | | |
| | Category 7 | | \$10.65-\$11.45 | \$11.00-\$11.80 |
| | Maximum rates are reached after 1 year. | | | |
| | * Restructuring of wage schedule to 7 (8) categories and the introduction of negotiated pay equity rates. | | | |

| | |
|----------------|--|
| Paid Holidays: | Effective in 1991, 1 additional floating day is added for a total of 12 (11) days. |
| Paid Vacation: | Effective April 1, 1990, 4 weeks after 10 (11) years of service. |

Pension Plan: Employer Contribution - 3% (2.75%) of earnings less vacation and holiday pay.

Forsyth Trading Company, John Forsyth Company Division at Kitchener, Waterloo and Toronto - Local 303B, Clothing and Textile Workers (AFL-CIO/CLC):
A 36-month renewal agreement effective from April 1, 1989 to March 31, 1992, covering 460 employees, settled at the bargaining stage.
Duration of negotiations - 6 months.

| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> | <u>Apr. 1/91</u> |
|--------|------------------------|--------------------------------|------------------|------------------|
| | General Increases | 35¢ | 35¢ | 35¢ |
| | Additional Adjustments | Restructuring of wage schedule | | |
| | <u>Hourly Rated</u> | | | |
| | Service | \$7.04 (\$6.69) | \$7.39 | \$7.74 |
| | Marker Markers | \$11.66 (\$11.31) | \$12.01 | \$12.36 |

Shift Premium: 20¢ (10¢) per hour worked on afternoon shift.

Paid Vacation: Effective April 1, 1991, 5 weeks after 17 (20) years of service, 6 weeks after 25 (30) years, and 7 weeks after 30 (35) years.

Bereavement Leave: 3 days' paid leave upon death of previous spouse (new).

Health and Welfare: Life Insurance - Benefit is \$10,000 (\$7,500).

Pension Plan (new): Employer Contribution - Effective April 1, 1991, .25% per month of regular earnings.

Safety Shoe Allowance (new): Maximum \$25 per year.

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Limited at Bramalea, Brampton and Toronto - Local 322, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from February 1, 1989 to January 31, 1992, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| Wages: | Effective | June 20/89 | Feb. 1/90 | Feb. 1/91 |
|--------|------------------------|---|-----------|-----------|
| | Increases | 4% with a minimum of 40¢ | 50¢ | 5% |
| | Additional Adjustments | \$1.12-\$4.69 depending on classification and restructuring of skilled grades | | |

| | | | |
|------------------------------------|--------------------------------------|-----------------|-----------------|
| General Factory Help 0-9 months | \$7.39-\$8.10 (\$6.99-\$7.70) | \$7.89-\$8.60 | \$8.28-\$9.03 |
| Head Pressman 0-4½ years | \$18.30-\$24.51 (\$17.78-\$22.07) | \$18.80-\$25.01 | \$19.74-\$26.26 |

Maximum rate for General Factory Help is reached after one 3-month and one 6-month increase and for Head Pressman after 9 automatic rate increase at 6 month increments.

- Paid Holidays:** One half-day is added during the Christmas period for a total of 10½ (10) days.
- Paid Vacation:** Effective June 4, 1989, 22 (20) days after 22 years of service and 28 (25) days after 28 years.
- Health and Welfare:** Life Insurance - Effective July 1, 1990, benefit is \$19,000 (\$18,000). Effective July 1, 1991, benefit is \$20,000.
- Weekly Indemnity - Effective July 1, 1989, benefit is 70% of regular weekly earnings (unchanged) to a maximum of \$400 (\$325) or UIC maximum on a 1-1-4-30 (1-1-3-26) basis. Effective July 1, 1990, \$425.
- LTD - Benefit is 60% (50%) of basic monthly earnings up to a maximum of \$2,000 (\$1,500) for 126 (78) weeks or age 65.
- Vision (new) - Effective July 1, 1990, maximum claim is \$100 every 2 years.
- Dental - Effective July 1, 1989, 1990 and 1991, coverage is based on the 1987, 1988 and 1989 ODA fee schedules respectively, with 50%-50% (80%-20%) co-insurance.
- Paid Leave for Union Business:** Effective June 4, 1989, employer pays for up to 36 hours leave for full time union President and the union will pay the balance to a maximum of 48 hours (new).
- Pension Plan:** Basic Benefit - Effective February 1, 1991, \$13.50 (\$11.50) per month per year of service.
- Special Supplemental Benefit (new) - Effective between February 1, 1989 and January 31, 1992, for employee aged 65, \$10 per month per year of service for employee with 15 to 20 years of service, \$11 with 21 to 24 years and \$12 with 25 or more years of service.
- Safety Shoe Allowance:** \$35 (\$20) per year.

METAL FABRICATING

Central Stampings Limited - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from September 30, 1989 to September 30, 1992, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Sept. 30/89</u> | <u>Sept. 30/90</u> | <u>Sept. 30/91</u> |
|---|--|----------------------|--------------------|--------------------|
| | Increases | 39¢-50¢ | 34¢-45¢ | 31¢-45¢ |
| | Labourer, Oiler | \$15.96 (\$15.57) | \$16.30 | \$16.61 |
| | Maintenance and Repair Class "A" | \$17.57 (\$17.07) | \$18.02 | \$18.47 |
| Temporary Part- time employees (new): | 80% of base rate per hour and are eligible for COLA and shift premium. Previous rates reflect \$1.31 COLA folded into wages during the previous agreement. | | | |
| COLA: | 1¢ per 0.3 point change in the CPI - 1971=100, using the May 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.) | | | |
| Shift Premium: | 0-35¢-40¢ (0-30¢-35¢). | | | |
| Paid Personal Holidays: | 2 (1) days in the first contract year and 3 in the second and third year. | | | |
| Paid Vacation: | 4 weeks after 15 years of service and 5 weeks after 20 years (new). | | | |
| Health and Welfare: | <u>Life Insurance</u> - Benefit is \$20,000 (\$18,000). Effective September 30, 1990, \$22,000. Effective September 30, 1991, \$25,000. <u>Life Insurance for Retirees</u> - Benefit is \$4,000 (\$2,000). <u>AD & D</u> - Benefit is \$10,000 (\$9,000). Effective September 30, 1990, \$11,000. Effective September 30, 1991, \$14,000. <u>Weekly Indemnity</u> - Benefit is \$340 (\$280). Effective September 30, 1990, \$350. Effective September 30, 1991, \$363. <u>LTD</u> - Benefit is \$533 (\$433) per month. Effective September 30, 1990, \$633. Effective September 30, 1991, \$733. <u>Extended Health Care (new)</u> : Employer pays 100% of premium costs, with no deductible. <u>Hearing (new)</u> - Employer pays 100% of premium costs. <u>Vision</u> - Effective September 30, 1990, maximum claim is \$120 (\$100) every 2 years. <u>Dental</u> - Maximum claim for orthodontic services is \$1,000 (\$650). Effective September 30, 1991, \$1,300. <u>Nursing Home Plan (new)</u> - Employer pays 100% of premium costs. | | | |
| Pension Plan: | <u>Basic Benefit</u> - \$17 (\$12) per month per year of service. Effective September 30, 1990, \$20. Effective September 30, 1991, \$22. | | | |

Early Retirement - Employee aged 55 (60) with 10 years of service may retire with an actuarially reduced pension.

Supplemental Benefit - \$13 (\$12) per month per year of service to a maximum of 25 years between age 55 and 65. Effective September 30, 1990, \$14.

Current Retirees - Benefit is increased by \$1 per month per year of service. Effective September 30, 1991, by an additional \$1 per month.

Special Supplemental Benefit (new) - Effective September 30, 1990, \$2 per month per year of service to a maximum of 25 years between age 55 to 60. Effective September 30, 1991, \$3.

SUB Funding: Employer contributes \$600 (\$500) base.

Safety Prescription Glasses: Maximum \$50 (\$30).

Safety Shoe Allowance: Maximum \$75 (\$50) per year.

TRANSPORTATION EQUIPMENT

Eaton Yale Ltd., Suspension Division at Wallaceburg, Local 251, United Auto Workers (AFL-CIO): A 48-month renewal agreement effective from June 1, 1989 to June 1, 1993, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>May 29/89</u> | <u>June 4/90</u> |
|--------------------------------------|-----------|----------------------|------------------|
| General Increases | | 50¢ | 30¢ |
| Skilled Trade Adjustments | | 40¢ | 20¢ |
| Labourer | | \$13.41 (\$12.91) | \$13.71 |
| Electrician | | \$16.11 (\$15.21) | \$16.61 |
| Effective | | <u>June 3/91</u> | <u>June 1/92</u> |
| General Increases | | 30¢ | 50¢ |
| Skilled Trades Adjustments | | 15¢ | 15¢ |
| Labourer | | \$14.01 | \$14.51 |
| Electrician | | \$17.06 | \$17.71 |
| Improshare Programme remains intact. | | | |

| | |
|---|--|
| Shift Premium: | 0-33¢-33¢ (0-28¢-28¢). |
| Lead Hand Premium: | 50¢ (40¢) per hour for skilled trades and 40¢ (unchanged) for all other employees. |
| Paid Vacation: | 3 weeks at 120 (100) hours' pay after 5 years of service. |
| Bereavement Leave: | 5 (3) days' paid leave upon death of spouse or child. |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Benefit is \$21,000 (\$17,000). Effective June 2, 1992, \$23,000. <u>Life Insurance for Retirees</u> - Benefit is \$5,000 (\$2,000). <u>Weekly Indemnity (new)</u> - Benefit is \$363. <u>Vision (new)</u> - Maximum claim is \$100 per person every 2 years. <u>Dental</u> - Maximum claim for orthodontic services is \$1,000 (\$500). Effective January 1, 1989, coverage is based on the 1987 (1985) ODA fee schedule. Effective January 1, 1990, 1991 and 1992, the 1988, 1989 and 1990 ODA fee schedules respectively. <u>Travel coverage (new)</u> - Out-of-country coverage is provided. |
| Pension Plan: | <u>Basic Benefit</u> - \$19 (\$17) per month per year of service. Effective June 2, 1990, 1991, and 1992, \$21, \$23 and \$24 respectively. <u>Current Retirees</u> - Monthly benefit is increased by \$1 per year of service in each contract year. |
| Paid Personal Sick Days and Attendance Bonus (new): | 1/2 paid day off per month of perfect attendance, with cash payout of unused credits at year end. |
| Safety prescription Glasses (new): | Maximum \$10 dispensing fee. |
| Safety Shoe Allowance: | \$60 (\$45) every 12 (18) months. |
| Tool Allowance (new): | \$100. |

Midas Canada Inc. & International Parts Manufacturing Limited at Toronto - Local 6727, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 220 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | |
|--------|-------------------|-------------------|------------------|
| Wages: | Effective | <u>June 25/89</u> | <u>Apr. 1/90</u> |
| | General Increases | 40¢ | 40¢ |

| | | |
|--------------|----------------------|---------|
| General Help | \$12.77 (\$12.37) | \$13.17 |
| Machinist A | \$14.77 (\$14.37) | \$15.17 |

Lump Sum Payment: \$200 per employee, in lieu of retroactivity.

COLA: Deleted. (Previously, \$75 payout per 0.5 point increase in the CPI-1981 = 100 from March 31, 1987 to March 31, 1988, triggered at 6%. Formula did not trigger.)

Severance Pay: 1 week's pay per year of service for employee with 1 or more years of service (new).

Pullman Canada Ltd., previously Imperial Clevite Canada Inc., Mechanical Products Division at St. Thomas - Local 1975, Machinist (AFL-CIO/CLC): A 36-month renewal agreement effective from May 19, 1989 to May 18, 1992, covering 530 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 2½ months.

| Wages: | Effective | May 19/89 | May 19/90 | May 19/91 |
|---|--------------------------------------|-----------|-----------------|-----------------|
| Increases | | 6% | 70¢ | 80¢ |
| Skilled Trade Adjustments | | 10¢ | 15¢ | 15¢ |
| Labour Grade 16 (includes Packer-Service) | \$11.84-\$11.94 (\$11.16-\$11.26) | | \$12.54-\$12.64 | \$13.34-\$13.44 |
| Labour Grade 2 (includes Toolmaker A) | \$15.85-\$16.05 (\$14.85-\$15.05) | | \$16.70-16.90 | \$17.65-\$17.85 |

Maximum rate for Toolmaker A is reached after 1 year.

Health and Welfare: Life Insurance and AD & D - Benefit is \$18,000-\$21,000 (\$17,000-\$20,000), depending on wages. Effective May 19, 1990, \$19,000-\$22,000. Effective May 19, 1991, \$20,000-\$23,000.

Life Insurance for Retirees - Benefit is \$3,000 (\$2,500). Effective May 19, 1990 and 1991, \$3,500 and \$4,000 respectively.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule.

Pension Plan: Basic Benefit - \$16.50 (\$16) per month per year of service. Effective May 19, 1990 and 1991, \$17.50 and \$18.50 respectively.

Safety Shoe Allowance: Maximum \$65 (\$57) per year.

ELECTRICAL PRODUCTS

Philips Electronics Limited at Scarborough - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 320 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 4 months.

| | | | |
|---------------------------|--|--------------------------------------|------------------|
| Wages: | Effective | <u>June 10/89</u> | <u>Apr. 1/90</u> |
| | Increases | 60¢ or 6%, whichever is greater | 5% |
| | Skilled Trades Adjustment | 25¢ | |
| | Labour Grade 2 (includes Assembler II) | \$9.86-\$10.05 (\$9.26-\$9.45) | \$10.35-\$10.55 |
| | Labour Grade 15 (includes Maintenance Electrician) | \$15.77-\$16.24 (\$14.88-\$15.32) | \$16.56-\$17.05 |
| | Maximum rate for Assembler II is reached after 3 months and for Maintenance Electrician after 9 months. | | |
| Lump Sum Payment: | \$275 per employee, in lieu of retroactivity. | | |
| Shift Premium: | 0-51¢-56¢ (0-48¢-53¢). Effective April 1, 1990, 0-54¢-59¢. | | |
| Lead Hand Premium: | Effective June 11, 1989, 60¢ (50¢) per hour. | | |
| Paid Vacation: | Effective June 30, 1989, 4 weeks after 12 (13) years of service and 5 weeks after 21 (22) years. Effective June 30, 1990, 4 weeks after 11 years. | | |
| Health and Welfare: | <u>Dental</u> - Effective June 11, 1989, maximum claim is \$1,000 (\$500) per person per year. Effective April 1, 1990, coverage is based on the 1987 (1986) ODA fee schedule. | | |
| Pension Plan: | <u>Basic Benefit</u> - \$10 (\$9.25) per month per year of pensionable credited service to a maximum 30 years. Effective April 1, 1990, \$10.50. | | |
| Safety Shoe Allowance: | \$55 (\$50) per year. Effective April 1, 1990, \$60. | | |

ELECTRIC POWER, GAS AND WATER UTILITIES

Inter-City Corporation, ICG Utilities (Ontario) Ltd. Division, Northern and Central Ontario - Locals 7356 and 7846, United Steelworkers (AFL-CIO/CLC) (operational and clerical employees): Four 24-month renewal agreements effective from June 1, 1989 to May 31, 1991, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

| | | | |
|--|--|----------------------|------------------|
| Wages: | Effective | <u>June 1/89</u> | <u>Dec. 1/89</u> |
| | General Increases | 65¢ | 25¢ |
| | <u>Operational Employees</u> | | |
| | Labourer | \$13.88 (\$13.23) | \$14.13 |
| | Welder-Pipeline (Certified) | \$17.82 (\$17.17) | \$18.07 |
| | Effective | <u>June 1/90</u> | <u>Dec. 1/90</u> |
| | General Increases | 65¢ | 25¢ |
| | Labourer | \$14.78 | \$15.03 |
| | Welder-Pipeline | \$18.72 | \$18.97 |
| Standby Pay (Operational employees): | \$22 (\$21) per day for up to 24 hours on a regular day off. Effective June 1, 1990, \$23. | | |
| Paid Vacation: | 5 weeks after 16 (17) years of service. | | |
| Health and Welfare: | <u>Dental</u> - Effective July 1, 1989 coverage is based on the 1987 (1986) ODA fee schedule. Effective June 1, 1990, the 1988 ODA fee schedule. | | |
| Pension Plan: | <u>Basic Benefit</u> - \$25 (\$20) per month per year of service. | | |
| Meal Allowance: | \$7 (\$6.75) after 2 hours of overtime. | | |

WHOLESALE TRADE

Fenwick Automotive Products, City Wide Automatic Transmission Services and Fapco Automotive Inc. at Toronto - Local 7454, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 21, 1989 to March 20, 1992, covering 250 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 4 months.

| | | | | |
|--------|---|--------------------------------|--------------------------------|--------------------------------|
| Wages: | Effective | <u>Mar. 21/89</u> | <u>Mar. 21/90</u> | <u>Mar. 21/91</u> |
| | Increases | 6% with a minimum of 60¢ | 6% with a minimum of 60¢ | 6% with a minimum of 60¢ |
| | Additional Adjustment | Class 1 and 2 merged | | |
| | Job Class 1 (includes General Labour) | \$8.75 (\$7.90) | \$9.35 | \$9.95 |

| | | | |
|--|----------------------|---------|---------|
| Job Class 20 (Licensed Mechanic) | \$17.12 (\$16.15) | \$18.15 | \$19.23 |
|--|----------------------|---------|---------|

Health and
Welfare:

Weekly Indemnity - Benefit is 66 2/3% (60%) of regular earnings.

Vision - Maximum claim is \$105 (\$100) per person every 2 years.
Effective March 21, 1990 and 1991, \$110 and \$115 respectively.

Dental - Employer pays 60% (50%) of premium costs. Effective
March 21, 1990 and 1991, 65% and 70% respectively.

Pension Plan:

Employer Contribution - 35¢ (30¢) per hour worked to union fund.
Effective March 21, 1990 and 1991, 40¢ and 45¢ respectively.

Safety Shoe
Allowance:

Maximum \$55 (\$50) per year. Effective March 21, 1990 and 1991,
\$60 and \$65 respectively.

EDUCATION AND RELATED SERVICES

Associated Hebrew Schools of Toronto - Employees Association (Ind.): A 24-month
renewal agreement effective from September 1, 1989 to August 31,
1991, covering 200 employees, settled at the conciliation officer
stage. Duration of negotiations - 2 months.

| Wages: | Effective | Sept. 1/89 | Sept. 1/90 |
|----------------------------------|-----------|--|-------------------|
| General Increases | | 8.5% | 7.5% |
| Additional Adjustment | | \$500 for Nursery- One Teacher | |
| Teacher Category 1 0-7 years | | \$18,585-\$31,580 (\$17,129-\$29,106) | \$19,979-\$33,949 |
| Teacher Category 4 0-9 years | | \$26,121-\$44,956 (\$24,075-\$41,435) | \$28,080-\$48,328 |
| Teacher Category 7 0-10 years | | \$31,384-\$56,009 (\$28,925-\$51,621) | \$33,738-\$60,210 |
| <u>Nursery</u> | | | |
| Two Teachers 0-8 years | | \$15,140-\$24,103 (\$13,954-\$22,215) | \$16,276-\$25,911 |
| One Teacher 0-8 years | | \$17,629-\$26,592 (\$15,748-\$24,009) | \$18,951-\$28,586 |

Pension Plan:

Retirement Gratuity (new) - Upon retirement or death, a gratuity
will be paid to teacher or teacher's estate, based on 2 days per
year for first 15 years of teaching, and on 3 days per year for
each year after 15 years, with a maximum of 75 days.

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Local 1483, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 24-month renewal agreement effective from October 1, 1988 to September 30, 1990, covering 475 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

| | | | |
|----------------------|---|--------------------------------------|---|
| Wages: | Effective | <u>Oct. 1/88</u> | <u>July 1/89</u> |
| | General Increases | 5% | 1% |
| | Additional Adjustments | | 1.5% for Plumber, 2% for Electrician, certain reclassifications |
| | Assistant Caretaker | \$11.89-\$12.98 (\$11.32-\$12.36) | \$12.00-\$13.11 |
| | Plumber | \$19.56 (\$18.63) | \$20.05 |
| | Effective | <u>Oct. 1/89</u> | <u>July 1/90</u> |
| | General Increases | 5% | 1% |
| | Assistant Caretaker | \$12.60-\$13.76 | \$12.73-\$13.90 |
| | Plumber | \$21.05 | \$21.26 |
| | Maximum rate for Assistant Caretaker is reached after one year. | | |
| Shift Premium (new): | 25¢ per hour for midnight shift. | | |
| Acting Pay: | Assistant Caretaker assigned to relieve Head Caretaker for 1 (5) or more days receives 100% (75%) of the difference between the Head Caretaker salary and own salary. | | |
| Standby Pay (new): | 2 hours' pay per regular weekend and 3 hours' pay per long weekend. | | |
| Bereavement Leave: | Maximum 3 working (calendar) days' paid leave upon death of parent, spouse, brother, sister or child. | | |
| Health and Welfare: | <u>Additional Optional Life Insurance</u> - Employer pays 80% (75%) of premium costs. Benefit is 3 (2) times annual salary. | | |
| | <u>Major Medical</u> - \$225 per year for chiropractic coverage (new). | | |
| | <u>Vision</u> - Maximum claim is \$150 (\$80) per person. | | |
| | <u>Hearing</u> - Maximum claim is \$500 (\$300) per person every 5 (1) years. | | |
| | <u>Dental</u> - Maximum lifetime claim for orthodontic services is \$3,000 (\$1,000) per family member. Maximum annual claim is \$2,000 (\$1,000) per family member. Coverage continues to be based on the current year's ODA fee schedule. | | |

Clothing Allowance: Effective June 1, 1989, \$140 (\$132) per year, except \$160 (\$152) for maintenance employees.

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 1,600 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

| | | |
|--------|---|---|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 5.97% |
| | Additional Adjustments | \$200 for Teacher-Category 1 Year 6 and for Principal; \$600 for Vice-Principal |
| | Teacher-Category 1 0-6 years | \$18,490-\$28,205 (\$17,448-\$26,416) |
| | Teacher-Category 4 0-11 years | \$26,400-\$44,162 (\$24,913-\$41,674) |
| | Teacher-Category 7 0-11 years | \$31,682-\$56,405 (\$29,897-\$53,227) |
| | Vice-Principal 0-2 years | \$59,324-\$60,741 (\$55,382-\$56,719) |
| | Principal 0-4 years | \$65,276-\$68,308 (\$61,399-\$64,260) |
| | Co-ordinator, Area Supervisor Program Leader 0-2 years | \$65,345-\$70,126 (\$61,664-\$66,175) |

Responsibility, Increased by 5.97%.
Graduate Degree,
Special Education
and Special
Diploma
Allowances:

Health and Welfare: Vision - Maximum claim is \$150 (\$115) per person every 2 years.
Dental - Effective January 1, 1989, 90%-10% (75%-25%) co-insurance on basic services. Coverage is based on the 1989 (1988) ODA fee schedule.

Lanark County Board of Education at Perth - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 324 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | |
|----------------------------|---|--|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 5.1% |
| | Teacher-Category D 0-8 years | \$21,404-\$31,441 |
| | Teacher-Category A1 0-11 years | \$26,131-\$44,328 (\$24,863-\$42,177) |
| | Teacher-Category A4 0-12 years | \$31,063-\$55,666 (\$29,556-\$52,965) |
| | Vice-Principal 0-2 years | \$59,083-\$60,625 (\$56,216-\$57,683) |
| | Principal-Category I | \$60,923-\$65,855 (\$57,967-\$62,659) |
| | Principal-Category II 0-3 years | \$64,433-\$69,257 (\$61,217-\$65,896) |
| Responsibility Allowances: | Increased by 5.1%, except Teacher Designate allowance deleted (previously \$815). | |
| Special Leave (new): | 1 day's paid leave for serious personal reasons. | |

Metropolitan Toronto Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (secondary school teachers)*: A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,870 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Previously, one agreement for elementary and secondary school teachers.

| | | | |
|--------|---|---|--|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | <u>Teachers</u> | | |
| | Increases | 5.79% for Categories D, C and B; pro-rated from 5.7% on maximum levels to 8% on minimum levels of Categories A1 to A4 | 5.8% for Categories D, C and B; pro-rated from 5.8% on maximum levels to 6.8% on minimum levels of Categories A1 to A4 |
| | Additional Adjustments | Some new classifications added | |
| | Teacher-Category D 0-8 (0-7) years Effective Sept. 1/90, 0-9 years | \$18,785-\$33,736 (\$17,772-\$30,195) | \$19,875-\$37,655 |
| | Teacher-Category A1 0-10 years | \$27,035-\$45,445 (\$25,032-\$42,994) | \$28,873-\$48,080 |

| | | |
|-----------------------------------|--|-------------------|
| Teacher-Category A4 0-10 years | \$32,401-\$56,758 (\$30,001-\$53,697) | \$34,604-\$60,050 |
|-----------------------------------|--|-------------------|

Vice Prinipal and Assistant Programme Co-ordinator
0-4 years

| | | |
|--------------------------------|--|-------------------|
| Increases | Restructuring of Categories A1 to A3 grids; 5.6% for Category A4 | 5.7% |
| Categories A1-A2-A3 (A1-A2) | \$58,487-\$60,196 (\$50,260-\$51,878) | \$61,820-\$63,627 |
| Category A4 | \$61,375-\$63,083 (\$58,120-\$59,738) | \$64,873-\$66,679 |

Principal and Programme Co-ordinator
0-4 years

| | | |
|--------------------------------------|--|--|
| Increases | 5.7% for "A" School, Average 7% for "B" School | 5.7% for "A" School, Average 7.8% for "B" School |
| "A" School/Programme Co-ordinator | \$65,151-\$72,111 (\$61,638-\$68,222) | \$68,865-\$76,221 |
| "B" School/Principal | \$67,593-\$74,528 (\$62,946-\$69,550) | \$72,973-\$80,254 |

\$500 (\$1,000) up to August 31, 1990 for Principal appointed on or before September 1, 1986, with Inspector's or Supervisory Officer's certificate.

CONTINUING EDUCATION

| Effective | <u>July 1/89**</u> | <u>Jan. 1/90</u> | <u>Sept. 1/90</u> |
|-----------|--|--|--|
| Increases | 17.6%-41% for Teacher, 77% for Principal and Supervising Principal | 5% for Teacher, 3.3% for Principal, 4.4% for Supervising Principal | 4.76% for Teacher, 4% for Principal, 4.6% for Supervi- sing Principal |

Hourly Rates

| | | | |
|---|----------------------------|-----------------|-----------------|
| Teacher 0-3 steps (less than 2 to 6 or more credit courses) | \$30.00-\$36.00 (25.50) | \$31.50-\$37.80 | \$33.00-\$39.60 |
| Principal | \$48.40 (27.30) | \$50.00 | \$52.00 |
| Supervising Principal | \$52.10 (\$29.40) | \$54.50 | \$57.00 |

** Effective July 1, 1989, hourly rates include 3% statutory holiday pay and 4% vacation pay (new).

| | |
|---|--|
| Responsibility, Special Education, and Language Instruction Allowances: | Effective September 1, 1990, increased by 5%. |
| Paid Research Leave (new): | The Board will pay 80% of salary and benefits once per year, for the successful applicant selected to research and report on a secondary school curriculum project chosen by the Board. |
| Paid Maternity Leave: | 2-week waiting period at the equivalent of the UIC benefit (new). |
| Health and Welfare: | OHIP - Employer pays 85% (100%) of premium costs. Effective September 1, 1990, 90%. <u>Dental</u> - Effective January 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, employer pays 100% of premium costs for major restorative and orthodontic coverage, with 50%-50% co-insurance, and lifetime maximum claims of \$10,000 for major restorative and \$3,000 for orthodontic services (new). Coverage is based on the 1990 ODA fee schedule. |
| Mileage/Car Allowance: | 27¢ per kilometre up to 5,000 km. and 21¢ per subsequent km. thereafter for eligible employees. Effective September 1, 1990, the Board will pay the lesser of any increase in rates by Revenue Canada or .285¢ per km. and .225¢ per subsequent km. (Previously, 25¢ per km. for Co-operative Education Teacher. \$84.92 per month plus \$5.90 per km. for Itinerant Teacher travelling to two or more schools a day. \$205 or \$299.63 per month for various other itinerant teachers.) |

Metropolitan Toronto Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)*: A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 4,300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Previously, one agreement for elementary and secondary school teachers.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|------------------------|---|--|-------------------|
| | <u>Teachers</u> | | |
| Increases | 5.6% for Categories D, C and B, pro-rated from 5.6% on maximum levels to 7.96% on minimum levels of Categories A1 to A4 | 5.8% for Categories D, C and B, pro-rated from 5.8% on maximum levels to 6.8% on minimum levels of Categories A1 to A4 | |
| Additional Adjustments | Some new classifications added | | |

| | | |
|---|--|-------------------|
| Teacher-Category D 0-8 (0-7) years Effective Sept. 1/90, 0-9 years | \$18,775-\$33,726 (\$17,772-\$30,195) | \$19,875-\$37,655 |
|---|--|-------------------|

| | | |
|-----------------------------------|--|-------------------|
| Teacher-Category A1 0-10 years | \$27,025-\$45,435 (\$25,032-\$42,994) | \$28,873-\$48,081 |
|-----------------------------------|--|-------------------|

| | | |
|-----------------------------------|--|-------------------|
| Teacher-Category A4 0-10 years | \$32,391-\$56,748 (\$30,001-\$53,697) | \$34,605-\$60,050 |
|-----------------------------------|--|-------------------|

Vice Principal and Assistant Programme Co-ordinator
0-4 years

| | | |
|--------------------------------|--|-------------------|
| Increases | Restructuring of wage grid for Categories A1 to A3; 5.5% for Category A4 | 5.72% |
| Categories A1-A2-A3 (A1-A2) | \$58,477-\$60,186 (\$50,260-\$51,878) | \$61,821-\$63,628 |
| Category A4 | \$61,365-\$63,073 (\$58,120-\$59,738) | \$64,874-\$66,680 |

Principal and Programme Co-ordinator
0-4 years

| | | |
|--|--|-------------------|
| General Increases | 5.68% | 5.72% |
| "A" School- Less than 550 students | \$65,141-\$72,101 (\$61,638-\$68,222) | \$68,865-\$76,221 |
| "B" School- 550 students or more | \$66,524-\$73,504 (\$62,946-\$69,550) | \$70,327-\$77,705 |

CONTINUING EDUCATION

| | | |
|-----------|-------------|----|
| Increases | 12%-14.2%** | 5% |
|-----------|-------------|----|

Hourly Rates

| | | |
|--------------------------|----------------------|---------|
| Teacher | \$28.80 (\$25.50) | \$30.25 |
| Principal | \$31.20 (\$27.30) | \$32.75 |
| Supervising Principal | \$33.60 (\$29.40) | \$35.30 |

** Effective September 1, 1989, hourly rates include 3% statutory holiday pay and 4% vacation pay (new).

Responsibility
Allowances:

Effective September 1, 1990, increased by 5%.

Teacher-in-Charge and Curriculum Faciliator Allowance: \$750 (\$700). Effective September 1, 1990, \$800.

Paid Maternity Leave: 2-week waiting period at the equivalent of the UIC benefit (new).

Health and Welfare: Dental - Employer pays 70% of premium costs for major restorative and orthodontic coverage, with 50%-50% co-insurance and maximum lifetime claims of \$10,000 for major restorative and \$3,000 for orthodontic services (new). Effective January 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule. Effective September 1, 1990, employer pays 80% of premium costs for major restorative and orthodontic services.

Mileage/Car Allowance: 27¢ per kilometre up to 5,000 km. and 21¢ per subsequent km. thereafter for eligible employees. Effective September 1, 1990, the Board will pay the lesser of any increase in rates by Revenue Canada or 28.5¢ per km. and 22.5¢ per subsequent km. (Previously, 25¢ per kilometre for Co-operative Education Teacher. \$84.92 per month plus \$5.90 per kilometre for Itinerant Teacher travelling to two or more schools a day. \$205 or \$299.63 per month for various other itinerant teachers.)

Norfolk County Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

| | | |
|--------|--------------------------------|---|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 5.25% |
| | Additional Adjustment | restructuring of Principal wage grid to 0-3 (0-4) years |
| | Teacher-Category D 0-5 years | \$20,376-\$28,667 (\$19,360-\$27,237) |
| | Teacher-Category A1 0-10 years | \$26,730-\$44,004 (\$25,397-\$41,809) |
| | Teacher-Category A4 0-10 years | \$32,230-\$55,785 (\$30,622-\$53,002) |

Responsibility Allowances: Increased by 5.25%.

Extra Degree Allowance: Maximum \$1,046 (\$875).

Health and Welfare: Major Medical - Employer pays 80% of premium costs for Deluxe Travel Plan while outside Canada (new).

| | |
|--------------------------------|--|
| | <u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. |
| Emergency Leave (new): | Up to 1 day's paid leave. |
| Professional Development Fund: | \$55,000 for calendar year 1990 (\$51,000 for calendar year 1989). |

Peel Board of Education at Mississauga - Local 1628, Canadian Union of Public Employees (CLC) (calendar year, academic year and temporary office and clerical employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 681 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

| | | | |
|--------|-------------------------------------|--------------------------------------|------------------|
| Wages: | Effective | <u>July 1/88</u> | <u>Jan. 1/89</u> |
| | General Increases | 5% | 1% |
| | Level 1 (includes Mail File Clerk) | \$9.23-\$10.17 (\$8.79-\$9.69) | \$9.32-\$10.27 |
| | Level 7 (includes Senior Secretary) | \$14.65-\$16.15 (\$13.95-\$15.38) | \$14.80-\$16.31 |
| | Effective | <u>July 1/89</u> | <u>Dec. 1/89</u> |
| | Increases | 6% | * |
| | Level 1 | \$9.78-\$10.89 | |
| | Level 7 | \$15.69-\$17.29 | |

* Special market adjustments based on comparisons to other Boards and to maintain internal relativity within the Peel Board.

Maximum rates are reached after 2 years.

Paid Holidays (part-time): Boxing Day is added for a total of 9 (8) days.

Paid Maternity/Adoption Leave (new): 2 weeks at the equivalent of the UIC benefit.

Paid Paternity Leave (new): 2 days' paid leave upon birth/adoption of child.

Health and Welfare: Vision (new) - Maximum claim is \$150 per person every 2 years.

Hearing (new) - Maximum claim is \$500 per person every 5 years.

Dental - Maximum lifetime claim for orthodontic services is \$3,000 (\$1,000). Maximum annual claim for all other services is \$3,000 (\$1,000).

Continuation of Benefits - Employer continues to contribute to premium costs for 17 weeks for employee on maternity/adoption leave (new).

Peel Board of Education at Mississauga - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 2,400 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|--------|---|--|-------------------|
| | General Increases | 6% | 6% |
| | Additional Adjustment | \$775 for Principal applied to previous rate | |
| | Teacher-Level 1 0-10 (0-9) years | \$26,543-\$48,095 (\$25,041-\$43,340) | \$28,136-\$50,981 |
| | Teacher-Level 4 0-11 years | \$33,009-\$56,716 (\$31,140-\$53,506) | \$34,989-\$60,119 |
| | Vice-Principal and Co-ordinator 0-3 years | \$62,780-\$67,962 (\$59,226-\$64,115) | \$66,547-\$72,040 |
| | Principal 0-3 years | \$72,012-\$76,918 (\$67,161-\$71,789) | \$76,333-\$81,533 |

COLA: 1% per 1% increase in the Ontario (all Canada) CPI - 1981=100, from the April 1990 to April 1991 index. Triggered at 6% (5%). Capped at 8% (7%). Folded into wages. (Previously, formula did not trigger.)

| Responsibility Allowances: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|----------------------------|------------------------------|--------------------|-------------------|
| | Increases | Variable Increases | 6% |
| | Department Head | \$3,750 (\$3,440) | \$3,975 |
| | Assistant Department Head | \$1,875 (\$1,720) | \$1,988 |
| | Program Leaders | \$5,000 (\$4,586) | \$5,300 |
| | Doctorate Degree | \$1,000 (\$800) | \$1,060 |
| | Masters Degree | \$750 (\$500) | \$795 |
| | All other allowances | 6% | 6% |

Professional Development Fund: \$150 (\$125) per teacher.

Paid Maternity Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Paid Paternity Leave: 2 (1) days' leave for father at birth of child, or at time of adoption.

Health and Welfare: Vision (new) - Maximum claim is \$150 every 2 years.

Hearing (new) - Maximum claim is \$500 every 5 years.

Dental - Maximum lifetime claim for orthodontic services is \$3,000 (\$1,000). Maximum annual claim for crowns, inlays, bridges and dentures is \$3,000 (\$1,000). Maximum claim for all other services is \$3,000 (\$1,000).

Peel Board of Education at Mississauga - Local 2544, Canadian Union of Public Employees (CLC) (full-time custodial and maintenance employees):
A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 448 employees, settled with mediation assistance. Duration of negotiations - 10 months.

| | | | |
|--------|---------------------|--------------------------------------|------------------|
| Wages: | Effective | <u>July 1/88</u> | <u>Jan. 1/89</u> |
| | General Increases | 5% | 1% |
| | School Attendant | \$9.82-\$10.44 (\$9.35-\$9.94) | \$9.92-\$10.54 |
| | Assistant Custodian | \$12.35-\$12.85 (\$11.76-\$12.24) | \$12.47-\$12.98 |
| | Electrician | \$19.23 (\$18.31) | \$19.42 |
| | Effective | <u>July 1/89</u> | <u>Dec. 1/89</u> |
| | Increases | 6% | * |
| | School Attendant | \$10.52-\$11.17 | |
| | Assistant Custodian | \$13.22-\$13.76 | |
| | Electrician | \$20.59 | |

* Special market adjustments based on comparisons with the Dufferin-Peel Roman Catholic Separate School Board and other surrounding Boards.

Maximum rates for School Attendant and Assistant Custodian are reached after one year.

Paid Maternity/Adoption Leave (new): 2 weeks at the equivalent of the UIC benefit.

Paid Paternity Leave (new): 2 days' paid leave upon birth/adoption of child.

Health and Welfare: Vision (new) - Maximum claim is \$150 per person every 2 years.

Hearing (new) - Maximum claim is \$500 per person every 5 years.

Dental - Maximum lifetime claim for orthodontic services is \$3,000 (\$1,000). Maximum annual claim for all other services is \$3,000 (\$1,000).

Continuation of Benefits - Employer continues to contribute to premium costs for 17 weeks for employee on maternity/adoption leave (new).

Split Shift,
Floor Cleaning
and Clothing
Allowances:

Effective July 1, 1988, increased by 5%. Effective July 1, 1989, increased by a further 5%.

Windsor City Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 593 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|--------|--|--|-------------------|
| | General Increases | 5.5% | 5% |
| | Teacher-Category 1 0-9 years | \$26,717-\$47,018 (\$25,324-\$44,567) | \$28,053-\$49,369 |
| | Teacher-Category IV 0-9 years | \$31,855-\$56,268 (\$30,194-\$53,335) | \$33,448-\$59,081 |
| | Consultant or Director 0-2 years | \$59,371-\$63,132 (\$56,276-\$59,841) | \$62,340-\$66,289 |
| | Co-ordinator 0-2 years | \$61,332-\$65,721 (\$58,135-\$62,295) | \$64,399-\$69,007 |
| | Vice Principal 0-2 years | \$61,921-\$66,396 (\$58,693-\$62,935) | \$65,017-\$69,716 |
| | Principal 0-2 years | \$68,087-\$75,513 (\$64,537-\$71,576) | \$71,491-\$79,289 |

Previous rates reflect a .6% COLA folded into wages during the previous agreement.

COLA: 0.1% per 0.1% increase in the CPI - 1971=100 from the April 1990 to April 1991 index. Triggered at 5%, capped at 8%, payable as a lump sum in June 1991 and folded into wages. (Basic formula is unchanged.)

Responsibility Allowance: Increased in accordance with the general salary increases.

Business/
Industrial
Experience
Allowance
(Technical
Teachers)(new): \$750 per year for teachers hired on or after September 1988 up to a maximum of \$7,500.

Master's Degree Allowances: \$850 (\$800) per year.

Paid Maternity/ Paternity/ Adoption Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Health and Welfare: Life Insurance - Effective September 1, 1989, benefit is \$95,000 (\$90,000).

Major Medical - Plan is extended to include enhanced out-of-Canada coverage (new).

Vision - Maximum benefit is \$120 (\$80) every 2 years.

Dental - Maximum annual claim is \$1,500 (\$1,400) per family member. Employer pays 100% (50%) of premium costs for orthodontic services. Maximum lifetime claim for eligible dependents is \$1,500 (\$1,000).

Pension Plan: Early Retirement Incentive Option - Limited to number of surplus teachers in excess of 18 (previously, no limit on number of teachers opting for early retirement incentive).

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 721 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | Sept. 1/89 | Sept. 1/90 |
|---------------------------------|-----------|---|-------------------|
| Increases | | 5.5% for teachers and principal; 6% for Vice-Principal | 5% |
| Additional Adjustment | | Principal grid adjusted | |
| Teacher-Level 1 0-4 years | | \$23,787-\$31,123 (\$22,547-\$29,500) | \$24,976-\$32,679 |
| Teacher-Level 4 0-9 years | | \$26,717-\$47,018 (\$25,324-\$44,567) | \$28,053-\$49,369 |
| Teacher-Level 7 0-9 years | | \$31,855-\$56,268 (\$30,194-\$53,335) | \$33,448-\$59,081 |
| Principal 0-3 (0-4) years | | \$63,421-\$69,640 (\$60,115-\$66,009) | \$66,592-\$73,122 |
| Vice-Principal 0-2 years | | \$57,434-\$60,663 (\$54,183-\$57,229) | \$60,593-\$63,999 |
| Co-ordinator 0-2 years | | \$61,332-\$65,721 (\$58,135-\$62,295) | \$64,399-\$69,007 |
| Consultant 0-2 years | | \$59,371-\$63,132 (\$56,276-\$59,841) | \$62,340-\$66,289 |

Previous rates reflect a .6% COLA folded into wages during the previous agreement.

| | |
|---|--|
| COLA: | 0.1% per 0.1% increase in the CPI - 1971=100, from the April 1990 to April 1991 index. Triggered at 5%, capped at 8%, payable as a lump sum in June 1991 and folded into wages. (Basic formula is unchanged.) |
| Master's Degree Allowance: | \$850 (\$750) per year. |
| Extra Degree Allowance: | \$800 (\$750) per year. |
| Business/Industrial Experience Allowance: | \$300 (\$200) per year up to a maximum of \$3,000 (\$2,000). |
| Paid Maternity/Adoption Leave: | Wages equivalent to the UIC benefit for the 2-week waiting period (new). |
| Health and Welfare: | <u>Life Insurance</u> - Effective September 1, 1989, benefit is \$95,000 (\$90,000). <u>Major Medical</u> - Plan is extended to include enhanced out-of-Canada coverage (new). <u>Vision</u> - Maximum claim is \$120 (\$80) every 2 years. <u>Dental</u> - Maximum annual claim is \$1,500 (\$1,400) per family member. Employer pays 100% (50%) of premium costs for orthodontic services, maximum lifetime is \$1,500 (\$1,000) per child. |
| Pension Plan: | <u>Early Retirement Incentive Option</u> - Limited to number of surplus teachers in excess of 18 (previously, no limit on number of teachers opting for early retirement). |

Hamilton Public Library Board - Local 932, Canadian Union of Public Employees (CLC) (full-time, part-time and casual employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 206 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

| | | | |
|--------|--------------------|--|-------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5.5% | .5% |
| | General Duty Clerk | \$9.968-\$11.232 (\$9.448-\$10.646) | \$10.018-\$11.288 |
| | Librarian II | \$17.552-\$20.130 (\$16.637-\$19.081) | \$17.640-\$20.231 |
| | Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 4.5% | 1% |

| | | |
|--------------------|-------------------|-------------------|
| General Duty Clerk | \$10.469-\$11.796 | \$10.574-\$11.914 |
| Librarian II | \$18.434-\$21.141 | \$18.618-\$21.352 |

Paid Vacation: 7 weeks after 28 years of service (new).

Health and Welfare: Major Medical - Coverage provides chiropractic services to a maximum of \$200 per person per year (new).

Vision - Effective January 1, 1990, maximum claim is \$200 (\$100) every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Maximum lifetime claim for orthodontic services is \$1,500 (\$1,000).

Mileage Allowance: 34¢ (22¢) per kilometre.

Metropolitan Toronto Zoo Board of Management - Local 1600, Canadian Union of Public Employees (CLC) (full-time, part-time, seasonal and temporary employees): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Apr. 1/89 Apr. 1/90

General Increases 7% 6.7%

Full-time Employees

Commissary \$12.87 \$13.76
Assistant Grade 1 (\$12.03)

Craftsperson \$17.11 \$18.26
Grade 2 (\$15.99)

Previous rates reflect special parity adjustments made effective January 1, 1988, as a result of the report of the joint committee established under the previous collective agreement.

Shift Premium: 48¢ (46¢) per hour for weekday shifts, 58¢ (56¢) per hour for weekend shifts. Effective April 1, 1990, 52¢ and 62¢ respectively.

Weekend Premium: 48¢ (46¢) per hour, if no shift premium applies. Effective April 1, 1990, 52¢.

Paid Vacation: 6 weeks after 23 (24) years of service.

Health and Welfare: Major Medical - Up to \$15 per visit for treatment by a licensed chiropractor, osteopath or podiatrist and up to \$35 per disability for x-rays, to maximum \$200 per year, for expenses not covered by OHIP (new).

Vision - Maximum claim is \$175 (\$125) per person every 2 years.

Continuation of Benefits for Early Retirees - Benefit coverage for OHIP, Life Insurance, Major Medical including Semi-private Hospitalization and Dental continues to age 65 for employees retiring with an unreduced pension (new).

Travel Allowance: 27¢ (26¢) per kilometre.

HEALTH AND WELFARE SERVICES

Pembroke General Hospital at Pembroke - Local 1502, Canadian Union of Public Employees (CLC) (full-time office and service employees): A 12-month renewal agreement effective from September 29, 1988 to September 28, 1989, covering 247 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| | | |
|--------|---|--|
| Wages: | Effective | <u>Sept. 29/88</u> |
| | General Increase | 5% |
| | Additional Adjustments | Registered Technologist (RT) rates standardized to match the OPSEU RT rate, and other classifications adjusted to re-establish historical salary differentials |
| | Maintenance Helper | \$10.480 (\$9.981) |
| | Registered Technologist I 0-8 (0-7) years | \$15.85-\$18.83 (\$15.538-\$17.706) |
| | Clinical Instructor | \$17.43 (\$16.594) |

Paid Lunch Break (new): 30 minutes per day for ambulance services only.

Paid Holidays: Remembrance Day is added for a total of 12 (11) days.

Paid Vacation: 3 weeks after 2 (3) years of service, 4 weeks after 6 (8) years, and 5 weeks after 16 (17) years.

Bereavement Leave: 1 day's paid leave upon death of spouse's grandparent (new).

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.

Health and Welfare: Semi-Private Hospitalization - Employer pays 85% (75%) of premium costs.

Safety Shoe Allowance: \$35 (\$25) per year.

Transportation Allowance: \$3.50 (\$3) when called back to work while on paid standby.

In-Service Training: Minimum 3 hours' pay at straight time rate when in-service training is outside employee's scheduled shift (new).

Scarborough General Hospital - Local 581, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office and clerical employees): A 22-month renewal agreement effective from June 1, 1987 to March 31, 1989, covering 323 employees, settled by arbitration. Duration of negotiations - 21 months.

| Wages: | Effective | <u>June 1/87</u> | <u>Feb. 1/88</u> | <u>Oct. 1/88</u> |
|-------------------|-----------|--|-------------------|-------------------|
| General Increases | | 45¢ | 42¢ | 40¢ |
| Clerk 1 | | \$8.429-\$9.378 (\$7.979-\$8.929) | \$8.849-\$9.798 | \$9.249-\$10.198 |
| Medical Secretary | | \$11.333-\$12.744 (\$10.883-\$12.294) | \$11.753-\$13.164 | \$12.153-\$13.564 |

Maximum rates are reached after 2 years.

Reporting Pay (new): Minimum 3 hours' pay when no notice not to report for work for 7½ shift.

Toronto Hospital Corporation, Toronto Western Hospital Division - Local 1744, Canadian Union of Public Employees (CLC) (full-time service employees): A 4-month renewal agreement effective from June 7, 1989* to September 29, 1989, with wages retroactive to September 29, 1987, covering 600 employees, settled by arbitration. Duration of negotiations - 19 months.

* Previous agreement expired September 28, 1987.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
|--------------------------|-----------|--|--------------------|
| General Increases | | 6% | 5% |
| General Help 0-1 year | | \$10.953-\$10.816 (\$9.893-\$10.204) | \$11.501-\$11.357 |
| R.N.A. 0-3 years | | \$11.569-\$12.139 (\$10.914-\$11.452) | \$12.147-\$12.746 |
| Electrician 0-1 year | | \$14.719-\$15.101 (\$13.886-\$14.246) | \$15.455-\$15.856 |
| Effective | | <u>June 7/89</u> | |
| Additional Adjustments | | Skilled trades rates adjusted | |
| General Help | | \$11.501-\$11.357 | |
| R.N.A. | | \$12.147-\$12.746 | |
| Electrician | | \$15.73-\$16.07 | |

Paid Vacation: 3 weeks after 2 (3) years of service, 4 weeks after 6 (8) years and 5 weeks after 16 (17) years.

Toronto Hospital Corporation, Toronto General Hospital Division - Local 2001, Canadian Union of Public Employees (CLC) (service and maintenance employees): A 24-month renewal agreement effective from September 29, 1987 to September 28, 1989, covering 700 employees, settled by arbitration. Duration of negotiations - 16 months.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> | <u>June 9/89</u> |
|--------|--|-----------------------------------|--------------------|------------------------|
| | General Increases | 65¢ | 60¢ | |
| | Additional Adjustment | | | 90¢ for certain trades |
| | Job Level 1 (Dietary Aide) | \$10.40-\$10.74 (\$9.75-\$10.09) | \$11.00-\$11.34 | \$11.00-\$11.34 |
| | Job Level 16 (includes Licensed Electrician) | \$14.23-\$14.57 (\$13.58-\$13.92) | \$14.83-\$15.17 | \$15.73-\$16.07 |

Maximum rates are reached after one annual increase.

Paid Vacation: Effective May 31, 1989, 3 weeks after 2 (3) years of service, 4 weeks after 6 (8) years and 5 years after 16 (17) years.

Health and Welfare (full-time): Dental - Coverage continues to be based on the current year's ODA fee schedule.

Payment in Lieu of Fringe Benefits: 14% (12%) for retired staff when re-employed on an indefinite temporary basis.

Safety Shoe Allowance: Effective September 29, 1988, \$35 (\$25) per year.

Tool Allowance: Maximum \$45 (\$40) per year.

Durham Regional Municipality, Homes for the Aged at Whitby, Oshawa, and Beaverton - Local 132, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 610 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|-------------------|------------------|------------------|
| | General Increases | 6.3% | 6% |

Additional Adjustment 15¢ premium folded into Health Care Aide (Nursing Attendant) rate

| | | |
|-----------------------|----------------------|---------|
| Housekeeping Aide | \$11.19 (\$10.53) | \$11.86 |
| R.N.A. | \$12.54 (\$11.80) | \$13.30 |
| Maintenance Worker II | \$13.18 (\$12.40) | \$13.97 |

Start Rates - Effective June 6, 1989, 45¢ (35¢) below job rate.
Effective January 1, 1990, 55¢ below job rate.

Lead Hand Premium: 50¢ (30¢) per hour.

Holiday Pay: Double time (time and one-half) on Christmas Day.

Paid Vacation: 6 weeks after 25 (26) years of service. Effective January 1, 1990, 5 weeks after 17 (18) years.

Health and Welfare (full-time): Life Insurance - Effective June 1, 1989, benefit is \$55,000 (\$50,000).

Life Insurance for Retirees - Benefit is \$2,000 (\$1,800).

LTD - Effective June 1, 1989, maximum benefit is \$1,500 (\$1,200) per month.

Vision - Effective June 1, 1989, maximum claim is \$120 (\$100) per person every 2 years. Effective January 1, 1990, \$130.

Dental - Maximum annual claim is \$1,500 (\$1,000) per person. Effective June 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule, and major restorative coverage is added, with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 per person (new). Effective January 1, 1990, the 1989 ODA fee schedule and a maximum annual claim of \$1,500 per person for major restorative coverage.

Continuation of Benefits for Early Retirees (new) - For retirements effective January 1, 1989 or later where age plus years of service equals 90, employer pays 100% of premium costs for OHIP, major medical and dental plans to age 65.

John Noble Home at Brantford - Local 204 - Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 36-month renewal agreement effective from June 1, 1988 to May 31, 1991, covering 268 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

| Wages: | Effective | June 1/88 | June 1/89 | June 1/90 |
|--------|-----------|-----------|-----------|-----------|
| | General | 55¢ | 60¢ | Wage |
| | Increases | | | Re-Opener |

| Additional Adjustment | | 56¢ for RNA |
|-----------------------|--------------------------------------|-----------------|
| Laundry Helper | \$10.19-\$10.40 (\$9.64-\$9.85) | \$10.79-\$11.00 |
| Cook | \$10.59-\$10.87 (\$10.04-\$10.32) | \$11.19-\$11.47 |
| RNA | \$11.24-\$11.52 (\$10.69-\$10.97) | \$12.40-\$12.68 |

Maximum rates are reached after 2 years.

- Hours of Work: 7½ (8) hours per day.
- Paid Holidays: 1 day is added in March for a total of 12 (11) days per year.
- Paid Vacation: 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new).
- Bereavement Leave: 3 days' paid leave upon death of aunt or uncle (new).
- Sick Leave Plan: 7 days' per year, with a maximum accumulation of 9 days per year. Effective July 1, 1989, employee receives 4 days and entitlement will be pro-rated. (Previously, 1½ days'. Cumulative per year.)
- Health and Welfare: Employer pays 100% of premium costs for the following unless stated otherwise.
- Weekly Indemnity (new) - Benefit is 75% of weekly earnings payable on a 1-1-4-17 basis upon depletion of sick-leave entitlement.
- LTD (new) - Benefit is 66 2/3% of monthly earnings to a non-medical maximum of \$3,000 per month, payable at retirement or aged 65 and upon exhaustion of other short-term benefits.
- Employee with 7 or more years of service, whose payout for unused sick leave is \$1,000 or more, will receive an annual amortized payment over 5 years at the employees's current rate. For amounts of \$1,000, or less lump sum payments are made.
- Any accumulated sick leave credits which are not yet vested, can be used to either top-up Weekly Indemnity to 100% or LTD to 85% of the pre-disability earnings.
- Dental Plan - Employer pays 100% (50%) of premium costs.
- Continuation of Benefits (new) - Employer continues to pay health and welfare premiums for employees on LTD for a maximum of 2 years.
- Uniform Allowance (new): \$75 for Health Care Aides and RNA's.

SERVICES TO BUSINESS MANAGEMENT

Loomis Courier Service Ltd., province-wide-Local 457, Railway, Transport and General Workers): A 24-month renewal agreement effective from November 1, 1988 to October 31, 1990, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

| | | | |
|--------|--|------------------------------------|------------------|
| Wages: | Effective | <u>Nov. 1/88</u> | <u>Nov. 1/89</u> |
| | General Increases | 4% | 5% |
| | Warehouse B | \$8.68-\$11.15 (\$8.35-\$10.72) | \$9.12-\$11.71 |
| | Driver | \$9.07-\$13.64 (\$8.72-\$13.12) | \$9.52-\$14.33 |
| | Maximum rates are reached after 18 months. | | |

Pension Plan (new): Employer Contribution - 1% per month of regular earnings.

MISCELLANEOUS SERVICES

Chas. Abel Photo Service Limited at Toronto - Local 2820, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1989 to April 14, 1991, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | | |
|------------------------------|------------------------|---------------------------|-------------------|-------------------|
| Wages: | Effective | <u>June 26/89</u> | <u>Apr. 16/90</u> | <u>Oct. 16/90</u> |
| | General Increases | 50¢ | 30¢ | 20¢ |
| | Additional Adjustments | certain reclassifications | | |
| | Dryer and Mounter | \$6.60 (\$6.10) | \$6.90 | \$7.10 |
| | Equipment Repairer I | \$13.47 (\$12.97) | \$13.77 | \$13.97 |
| Lump Sum Settlement Payment: | \$200 per employee. | | | |

Paid Holidays: 1 additional floating day is added for a total of 11 (10) days.

Paid Vacation: 5 weeks after 25 years of service (new).

Health and Welfare: LTD - Benefit is 66 2/3 of regular earnings to a maximum of \$3,500 per month (unchanged) for up to 5 years (new).

Safety Shoe Allowance: \$28 (\$25) per year for shippers, receivers and chemical mixers. Effective April 16, 1990, \$31.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 4,684 employees, settled with mediation assistance. Duration of negotiations - 6 months.

| | | |
|--------|------------------|--------------------------|
| Wages: | Effective | <u>Jan. 1/89</u> |
| | General Increase | 3.25% + \$20 per week |

Additional Adjustments

Effective January 1, 1989, non-compounded increase of 1% to SP-06, Nursing Group; 1.5% to Lecturer 2 and 3, Agriculture School; 2% to Occupational Therapist 1-3; and 3% to Pharmacist, Staff.

Weekly Rates

| | |
|---|--|
| Statistician 1 minimum 36.25 hours per week | \$534.54-\$609.29 (\$498.34-\$570.74) |
| Nurse 2, General 40 hours per week | \$665.16-\$764.85 (\$618.86-\$714.48) |
| Psychologist 3 minimum 36.25 hours per week | \$1,035.94-\$1,293.81 (\$983.96-\$1,233.71) |

Maximum rates are reached on merit.

LOCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.) (police officers): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 5,300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

| | | | |
|--------|------------------------|------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5.09% | 1.9% |
| | 4th Class Constable | \$30,800 (\$29,307) | \$31,385 |
| | 1st Class Constable | \$44,000 (\$41,867) | \$44,836 |
| | Staff Sergeant | \$54,450 (\$51,810) | \$55,485 |
| | Effective | <u>Jan. 1/90*</u> | <u>July 1/90</u> |
| | General Increases | 5% | 1.96% |

| | | |
|---------------------|----------|----------|
| 4th Class Constable | \$32,955 | \$33,601 |
| 1st Class Constable | \$47,078 | \$48,001 |
| Staff Sergeant | \$58,612 | \$59,761 |

* Effective January 1, 1990, Sergeant and Staff Sergeant's salaries are 113.5% (113%) and 124.5% (123.75%) of 1st Class Constable's rate respectively.

| | |
|--------------------------|--|
| Shift Premium: | Effective January 1, 1990 0-15¢-30¢ (0-10¢-20¢). |
| Paid Vacation: | 6 weeks after 22(24) years of service. |
| Paid Maternity Leave: | Employer pays 75% of regular wages for the 2-week waiting period. |
| Court Appearances: | <p>Vacation Court Appearance provision will apply to employee who is unable to schedule vacation time without coinciding with a court appearance (new).</p> <p>For court appearances falling within 4 hours of end of tour, employee may elect to remain on duty and receive overtime pay for the interim period and duration of appearance (new).</p> <p>Employee will receive full court allowance when insufficient notice of cancellation is received. (Previously, one-half of call-back pay entitlement.)</p> <p>\$50 per day for retiree required to appear in court on a previously work-related matter excluding personal charges (new).</p> |
| Health and Welfare: | <p><u>Life Insurance for Retirees</u> - Employees ineligible for paid up benefit at normal retirement, will receive benefits of \$1,500 after 10 years of service, \$2,500 after 15 years and \$3,500 after 20 years (new).</p> <p><u>OHIP and Major Medical</u> - Coverage is expanded to within Canada (Ontario), subject to OHIP and Sun Life benefit maximums and is extended to include invalid dependent children of employee retiring as of January 1, 1989 (new). Maximum \$20 (\$15) per visit to a licenced Osteopath, Naturopath or Podiatrist.</p> <p><u>Dental</u> \$1,200 (\$1,000) per person per year maximum claim for orthodontic services with a lifetime maximum claim of \$3,600 (\$3,000).</p> <p><u>Medical Report (new)</u> - \$10 maximum reimbursement of physician's fee for completing medical report required by the Board.</p> |
| Association Business: | Monitors will get time off in lieu of payment to attend Association meetings. Health and welfare benefits will continue for Association Directors who became disabled while on secondment (new). Maximum 4 hours of lieu time for non-seconded members attending bargaining meetings on their day's off. |
| Plain Clothes Allowance: | \$845 (\$800) per year. |

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)
(inside, outside and dental department employees): Three 24-month
renewal agreements effective from January 1, 1989 to December 31,
1990, covering 1,344 employees, settled at the bargaining stage.
Duration of negotiations - 5 months.

| | | | |
|--------|-------------------|-----------------------|--|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 6.8% | 6.7% |
| | Additional | 41(34)classifications | 34(76)classifications |
| | Adjustments | for outside employees | for inside employees; 23 classifications for outside employees |

Outside Employees

| | | |
|--|----------------------|---------|
| Wage Group 2 (Labourer) | \$13.70 (\$12.83) | \$14.72 |
| Wage Group 41(29) Effective Jan. 1/90 | \$19.23 (\$14.86) | \$20.57 |
| Wage Group 23 (HVAC Serviceman) | | |

Inside Employees
35 hours per week

Weekly Rates

| | | |
|---|--|---------------------|
| Salary Group 1 (Clerk General Grade 1) | \$362.12-\$414.80 (\$333.27-\$382.60) | \$389.38-\$445.59 |
| Salary Group 76 (18) (includes Real Estate Analyst) | \$818.61-\$937.01 (\$674.04-\$784.90) | \$873.67-\$1,000.00 |

Maximum rates for Clerk General Grade 1 and Real Estate Analyst
are reached after 4 years.

Shift Premium: Effective July 1, 1989, 0-52¢-52¢ (0-42¢-42¢). Effective July 1,
1990, 0-54¢-54¢.

Weekend Premium: Effective July 1, 1989, 52¢ (42¢) except 92¢ (84¢) on afternoon
and evening shifts. Effective July 1, 1990, 54¢ and 94¢
respectively.

Standby Pay: Effective July 1, 1989, \$50 (\$45) per week. Effective July 1,
1990, \$55.

Paid Vacation: Effective July 1, 1989, 5 weeks after 17 (18) years of service.
Effective December 31, 1990, 6 weeks after 23 (24) years.

Bereavement
Leave: 1 additional paid day to attend funeral if required to travel more
than 250 km (new).

Health and
Welfare: Life Insurance for Retirees - Effective July 1, 1989, employer
pays 50% (25%) of premium costs.

Vision - Effective January 1, 1990, maximum claim is \$125 (\$100) per family member every 2 years.

Dental - Effective July 1, 1989, coverage is based on the 1989 (1988) ODA fee schedule. Effective July 1, 1990, the 1990 ODA fee schedule.

Continuation of Benefits - Effective July 1, 1989, employer pays 75% (25%) premium costs for OHIP and major medical for retirees. Employer continues its share of premium costs for health and welfare benefits for 17 weeks for employee on maternity leave provided the employee returns to work (new).

Mileage Allowance: 31¢ (29¢) per km. Effective July 1, 1990, 32¢.

Designated Drivers - Effective July 1, 1989, \$35 (\$30) per month. Effective July 1, 1990, \$40.

Tool Allowance: Effective July 1, 1989, \$20 (\$15) per month for Licensed Automotive Mechanic. Effective July 1, 1990, \$25.

Scarborough City Corporation - Local 368, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 530 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|---------------------------------------|----------------------|------------------|
| | General Increases | 7% | 7%* |
| | Group 0 (Housekeeper) | \$11.89 (\$11.11) | \$12.72 |
| | Group 45 (includes Electrician) | \$18.92 (\$17.68) | \$20.24 |

* Conditional wage re-opener if the Toronto CPI exceeds the December 1989 index by 8.5%.

Shift Premium: Effective July 1, 1989, 0-49¢-49¢ (0-42¢-42¢). Effective January 1, 1990, 0-52¢-52¢.

Weekend Premium: Effective July 1, 1989, 98¢ (84¢) per hour. Effective January 1, 1990, \$1.04.

Paid Vacation: Effective January 1, 1990, 6 weeks after 23 (24) years of service.

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1990, benefit is \$3,000 (\$2,000).

LTD - Benefit is 75% of basic salary (previously to a maximum \$2,300 per month).

Vision - Effective January 1, 1990, maximum claim is \$175 (\$125) per employee every 2 years.

Major Medical - Effective January 1, 1990, Maximum \$15 per person per visit to a licensed chiropractor, osteopath, podiatrist or chiropodist and maximum \$35 per person per year for x-rays by a chiropractor, to a maximum \$200 per year for services beyond OHIP (new).

Dental - Effective September 1, 1989, employer pays 100% of premium costs for major restorative coverage on a 50%-50% co-insurance basis with a maximum annual claim of \$1,000 per family member (new). 60%-40% (50%-50%) co-insurance for denture coverage.

Continuation of Benefits for Early Retirees - Effective June 30, 1989, employer pays 75% (50%) of premium costs for OHIP, Major Medical, Drug and Vision Plans for surviving spouse of early retiree until deceased employee's 65th birthday.

Tool Allowance: \$215 (\$180) per year for licensed motor mechanic. Effective January 1, 1990, \$250.

Meal Allowance: Effective July 1, 1989, \$6 (\$4).

Scarborough City Corporation - Local 545, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
|--------|---------------------------------------|--|-------------------------|
| | General Increases | 7% | 7%* |
| | <u>Annual Rates</u> | | |
| | Group 2 (Mail Clerk 1) | \$17,407.86-\$18,714.31 (\$16,269.03-\$17,490.01) | \$18,626.41-\$20,024.31 |
| | Group 20 (Planner In- Training) | \$34,467.33-\$38,173.96 (\$32,212.46-\$35,676.60) | \$36,880.04-\$40,846.14 |

Maximum rates are reached after two 6-month increases.

* Conditional wage re-opener if the Toronto CPI exceeds the December 1989 index by 8.5%.

Shift Premium: Effective July 1, 1989, 0-49¢-49¢ (0-42¢-42¢). Effective January 1, 1990, 0-52¢-52¢.

Weekend Premium: Effective July 1, 1989, 98¢ (84¢) per hour. Effective January 1, 1990, \$1.04.

Paid Vacation: Effective January 1, 1990, 6 weeks after 23 (24) years of service.

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1990, benefit is \$3,000 (\$2,000).

LTD - Benefit is 75% of basic salary (previously to a maximum \$3,000 per month).

Vision - Effective January 1, 1990, maximum claim is \$175 (\$125) per employee every 2 years.

Major Medical - Effective January 1, 1990, maximum \$15 per person per visit to a licensed chiropractor, osteopath, podiatrist and chiropodist and maximum \$35 per person per year for x-rays by a chiropractor, to a maximum \$200 per year for services beyond OHIP (new).

Dental - Effective September 1, 1989, employer pays 100% of premium costs for major restorative coverage on a 50%-50% co-insurance basis and a maximum annual claim of \$1,000 per family member (new). 60%-40% (50%-50%) co-insurance for denture coverage.

Continuation of Benefits for Early Retirees - Effective June 30, 1989, employer pays 75% (50%) of premium costs for OHIP, Major Medical, Drug and Vision Plans to age 65. Effective July 1, 1989, provision applies to surviving spouse (new).

Meal Allowance: Effective July 1, 1989, \$6 (\$4).

Toronto City Corporation, Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission - Locals 43 and 79, Canadian Union of Public Employees (CLC) (inside and outside employees): Five 24-month renewal agreements effective from January 1, 1989 to December 31, 1990, covering 11,977 employees settled with mediation assistance. Duration of negotiations - 6 months.

| | | | |
|--------|----------------------------|--------------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 7% | 7%* |
| | <u>Metro Toronto</u> | | |
| | <u>Inside Employees</u> | | |
| | Clerk Grade 5 | \$9.84-\$11.51 (\$9.20-\$10.76) | \$10.53-\$12.32 |
| | Planner | \$19.94-\$27.66 (\$18.64-\$25.85) | \$21.34-\$29.60 |
| | <u>Outside Employees</u> | | |
| | Labourer | \$13.78 (\$12.88) | \$14.75 |
| | Machinist | \$18.18 (\$16.99) | \$19.45 |
| | Marine Engineer Grade 2 | \$19.57 (\$18.29) | \$20.94 |
| | <u>Toronto City</u> | | |
| | <u>Inside Employees</u> | | |
| | Mail Clerk | \$9.60-\$11.98 (\$8.97-\$11.20) | \$10.27-\$12.82 |

| | | |
|------------------------------|--------------------------------------|-----------------|
| Senior Real Estate Appraiser | \$25.27-\$27.78 (\$23.62-\$25.96) | \$27.04-\$29.72 |
| <u>Outside Employees</u> | | |
| Labourer | \$13.64 (\$12.75) | \$14.59 |
| Auto Mechanic | \$19.00 (\$17.76) | \$20.33 |

* Conditional wage reopener if the CPI Toronto increases by more than 8.5% above the December 1989 index.

Maximum rate for Mail Clerk and Senior Real Estate Appraiser is reached after 3 annual increases, and for Planner after 6 annual increases.

Previous rates for Outside Employees reflect a 12¢ adjustment during the previous contract.

| | |
|----------------------------|---|
| Shift Premium: | 0-49¢-49¢ (0-46¢-46¢). Effective January 1, 1990, 0-52¢-52¢. |
| Weekend Premium: | <u>Pyramiding Weekend and Shift premium</u> - 98¢ (92¢) per hour. Effective January 1, 1990, \$1.04. |
| Standby Pay (Local 79): | \$15 (\$7.50) per regular work day, \$26 (\$13) per non-scheduled work day. |
| Paid Holidays: | Effective during this agreement only, 1 floating day is added for a total of 12 (11) days in each year. |
| Paid Vacation: | Effective January 1, 1990, 6 weeks after 23 (24) years of service. |
| Paid Sick Leave: | <u>Retirement Leave</u> - Employees may use sick pay credits as vacation prior to retiring (new). |
| | <u>Paid Leave-All Dependents</u> - Effective June 28, 1989, up to 3 days deducted from sick pay credits to care for all dependents (new). Effective January 1, 1990, 6 days. |
| Paid Adoption Leave (new): | Employer pays the difference between UIC benefit and 75% of wages to a maximum 3 months and the UIC benefit, paid after a 2-week waiting period. |
| Health and Welfare: | <u>LTD</u> - Effective July 1, 1990, maximum benefit is \$3,000 (\$2,500) per month. Payment to employee currently on LTD is increased by \$25 per month. |
| | <u>Major Medical</u> - Effective January 1, 1990, includes services of licensed chiropractor, osteopath, podiatrist and chiropodist up to \$15 per visit to a maximum of \$200 per year per person, payable when OHIP payments are exhausted (new). |
| | <u>Vision</u> - Effective January 1, 1990, maximum claim is \$175 (\$125) per person every 2-year. |
| | <u>Hearing</u> - Maximum lifetime claim is \$400 (\$300). |
| | <u>Dental</u> - Denture benefit is on a 60%-40% (50%-50%) co-insurance basis. |

Continuation of Benefits - Employer pays 100% of benefit coverage for a maximum of 3 months for employee on adoption leave (new). Employee on maternity leave receives medical/dental benefits for up to 26 (17) weeks.

SUB: Wage protection for City employees affected by reorganization to a maximum 36 (30) months. Metro employee displaced by technological change, contracting out or deletion of position or job classification receives wage protection up to 36 months (new).

Mileage Allowance: 29¢ (26¢) per kilometre. Effective January 1, 1990, 32¢ per kilometre.

Contracting Out/
Job Security: A joint management/union committee is formed to explore feasibility of returning contracted-out work to the Local 43/79 bargaining units.

Tool Allowance: \$215 (\$180) per year for Auto Mechanics, Auto Machinists and Auto Body Repairers. Effective January 1, 1990, \$250.

Waterloo Regional Municipality - Local 1883A, Canadian Union of Public Employees (CLC) (inside and health unit employees): A 24-month renewal agreement* effective from January 1, 1989 to December 31, 1990, covering 306 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

* Previously, two collective agreements.

| | | | |
|-------------------------------|---|--|-------------------|
| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
| | General Increases | 5% | 5% |
| | <u>Annual Rates</u> | | |
| | Clerk Typist I 0-2 years | \$14,262-\$16,123 (\$13,583-\$15,355) | \$14,975-\$16,929 |
| | Planner II 0-2 years | \$38,619-\$42,092 (\$36,780-\$40,088) | \$40,550-\$44,197 |
| Shift Premium: | Effective July 1, 1989, 0-55¢-55¢ (0-42¢-42¢). Effective July 1, 1990, 0-58¢-58¢. | | |
| Standby Pay: | \$98 (\$77.75) per week. | | |
| Paid Vacation: | 4 weeks after 9 (10) years of service, and 6 weeks after 25 (26) years. | | |
| Health and Welfare: | <u>Vision</u> - Effective July 1, 1989, maximum claim is \$150 (\$120) per person every 2 years. Effective January 1, 1990, \$160. <u>Hearing</u> - Maximum claim is \$600 (\$500) every 3 years. <u>Dental</u> - Effective January 1, 1990, 50%-50% co-insurance on orthodontic services with a lifetime maximum of \$1,500 (new). | | |
| Mileage and car allowance: | Effective July 1, 1989, 27¢ (23.9¢) per kilometre. Minimum \$75 (\$70) per month. Effective January 1, 1990, 28.5¢ and \$78 respectively. | | |

Meal Allowance: \$6 (\$5.25).

York City Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC) (outside employees):

A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|-------------------|----------------------|------------------|
| | General Increases | 7% | 6.8% |
| | Labourer | \$13.56 (\$12.67) | \$14.48 |
| | Machinist | \$18.07 (\$16.89) | \$19.30 |

Night Shift Premium: Effective July 1, 1989, 55¢ (50¢) per hour on weekdays and \$1 (95¢) on weekends.

Paid Vacation: Effective in 1990, 6 weeks after 17 (18) years of service.

Health and Welfare: Dental - Maximum lifetime claim for orthodontic services is \$3,000 (\$2,000) per family member. Coverage continues to be updated to the current year's ODA fee schedule.

York Regional Board of Commissioners of Police at Newmarket - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 595 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> | <u>Jan. 1/90</u> | <u>July 1/90</u> |
|--------|-----------------------|------------------------|------------------|------------------|------------------|
| | General Increases | 5% | 1.6% | 5% | 1.95% |
| | Additional Adjustment | * | | | |
| | Constable 4th Class | \$28,520 (\$27,162) | \$28,976 | \$30,425 | \$31,019 |
| | Constable 1st Class | \$43,323 (\$41,260) | \$44,016 | \$46,217 | \$47,118 |
| | Detective Sergeant | \$54,154 (\$51,000) | \$55,020 | \$57,771 | \$58,898 |

* Detective Sergeant rate is 125% (123%) of 1st Class Constable rate. Sergeant rate is 113% (112%) of 1st Class Constable rate.

Shift Premium: \$200 (\$100) annually for employee working a 3-shift rotation and \$100 (\$50) for a 2-shift rotation.

| | |
|---------------------------------|---|
| Training Officer Premium (new): | Constable temporarily assigned as a Training Constable receives additional 5%. |
| Bereavement Leave: | 3 (1) days' paid leave upon death of grandparent. |
| Paid Maternity Leave (new): | Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period. |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Benefit is \$125,000 (\$100,000). <u>Vision</u> - Effective June 1, 1989, maximum claim is \$150 (\$125) per person every 2 years. Effective January 1, 1990, \$200. <u>Dental</u> - Maximum lifetime claim for orthodontic services is \$2,000 (\$1,500) per family member. |
| Meal Allowance: | \$7.50 (\$5) after 10 hours of continuous duty and \$7.50 (\$5) after 4 more hours. \$10.50 (\$9) while on duty outside the Regional Municipality of York. |
| Cleaning Allowance: | \$210 (\$200) per year. Effective January 1, 1990, \$220. |

Addenda

February 1989 Settlement

HEALTH AND WELFARE SERVICES

Ontario Cancer Institute Incorporating the Princess Margaret Hospital at Toronto - Local 204, Service Employees International (AFL-CIO/CLC): An 18-month first agreement effective from April 6, 1988 to October 10, 1989 covering 204 employees settled at the bargaining stage and ratified in February 1989. Duration of negotiations - 11 months.

| | | |
|--------|------------------------|--------------------------------------|
| Wages: | Effective | <u>Feb. 21/89</u> |
| | Increase | \$0.70-\$1.07 |
| | Additional Adjustments | * |
| | Nursing Aide I | \$11.14-\$11.38 (\$10.09-\$10.37) |
| | R.N.A. | \$12.44-\$12.69 (\$11.37-\$11.89) |
| | Electrician | \$14.69-\$14.97 (\$13.70-\$14.20) |

Maximum rates are reached after 2 annual increases.

* Restructuring of the wage schedule together with increases to reflect the pattern in OHA bargaining.

Lump Sum Payment: \$750 for employee hired prior to April 1, 1988, pro-rated for employees hired after April 1, 1988.

| | |
|--------------------------------|---|
| Hours of Work: | Average 37½ per week, 7½ hours within an 8 hour period per day. |
| Shift Premium: | 45¢ per hour when the majority of hours are between 3 p.m. and 7 a.m. |
| Overtime Pay: | Time and one-half for all hours worked over 7½ hours per day or 75 hours bi-weekly. |
| Reporting Pay: | Minimum 4 hours' pay for full-time employee. |
| Standby Pay: | \$2.10 per hour for all hours on standby. |
| Acting Pay: | Employee required to perform work of a higher classification receives \$3 per shift. |
| Call-back Pay: | Minimum 3 hours' pay. |
| Paid Holidays: | New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Boxing Day and Christmas Day are recognized. In addition, eligible employee receives 3 floating days for a total of 12 days. |
| Paid Vacation: | 3 weeks after 3 years of service*, 4 weeks after 8 years**, 5 weeks after 15 years and 6 weeks after 25 years. * Except Registered Nursing Assistants, who receive 3 weeks after 1 year of service. ** 4 weeks after 3 years of service for R.N.A. |
| Bereavement Leave: | Up to 3 days' paid leave upon death of parent, step-parent, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent or grandchild. |
| Paid Maternity Leave: | Maximum 15 weeks at the difference between 75% of regular wages and the UIC benefit, paid after a 2-week waiting period. |
| Jury Duty/Crown Witness Leave: | Employee receives the difference between regular wages and fees received. |
| Education Leave: | If required by the employer, employee will receive paid time off to write examinations or upgrade employment qualifications. |
| Paid Sick Leave: | Employee who works a minimum of 75 hours per month receives 11½ hours of cumulative sick credits. |
| Health and Welfare: | The following benefits are effective after February 21, 1989, unless stated otherwise. <u>Life Insurance</u> - Employer pays 75% of premium costs. <u>LTD</u> - Effective August 1, 1989, employer pays 75% of premium costs. <u>OHIP</u> - Employer pays 100% of premium costs. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. |

Major Medical - Employer pays 75% of premium costs.

Hearing - Maximum claim is \$300 per person.

Vision - Maximum claim is \$60 every 2 years.

Dental - Employer pays 50% of premium costs. Coverage is based on the 1988 ODA fee schedule. Effective April 1, 1989, the 1989 ODA fee schedule.

Pension Plan: Existing plan continues.

Meal Allowance: Employee required to work more than 3 hours overtime receives either a hot meal or \$4.

Safety Shoe Allowance: Eligible full-time employee receives \$30 per year.

Transportation Allowance: Employee required to travel to or from work during the hours of 12 midnight and 6 a.m. receives either 35¢ per mile for use of own vehicle or up to a maximum \$14 taxi fare.

April 1989 Settlements

HEALTH AND WELFARE

Bethany Lodge and ten other nursing homes at London and district - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Fourteen 24-month renewal agreements effective from April 1, 1988 to March 31, 1990 covering 868 employees, settled by arbitration in April 1989. Duration of negotiations - 10 months.

| Wages: | Effective | Apr. 1/88 | Apr. 1/89 |
|--|-----------|-------------------------------------|--------------------------|
| | Increases | 5%, except 6% for RNA | 5%, except 6% for RNA |
| The following rates are representative and may vary 1¢ or 2¢ across homes. | | | |
| Housekeeping Aide | | \$9.91-\$10.38 (\$9.44-\$9.89) | \$10.41-\$10.90 |
| RNA | | \$10.36-\$10.68 (\$9.77-\$10.08) | \$10.98-\$11.33 |

Maximum rates are reached after 2 years.

Paid Vacation: Effective in 1989, 1 day per completed month of service to a maximum 9 days at 4% for employees with less than 1 year of service (new, except where superior conditions exist). 4 weeks after 9 (10) years and 5 weeks after 18 (20) years.

Vacation Pay: Effective in 1989, based on gross earnings less vacation pay in the previous year (previously based on gross wages in previous year).

Sick Leave: Illness during vacation will be considered sick leave if the illness commenced prior to the start of vacation (new).

Health and Welfare (full-time): Semi-Private Hospitalization (new) - Effective May 1, 1989, employer pays 100% of premium costs.

Dental-Maplewood Nursing Home (new) - Effective May 1, 1989, employer pays 100% of premium costs for Blue Cross Plan #9. Coverage is based on the current year's ODA fee schedule.

Continuation of Benefits - Effective April 19, 1989, employer continues to share premium costs for 6 months (indefinitely) for employee on WCB leave.

Payment in Lieu of Fringe Benefits (part-time): Effective May 1, 1989, payment is replaced by the introduction of benefits prorated based on number of hours worked. (Previously, 10% of straight time rate, except 12% at one home and 15¢ per hour at one other home.)

Pension Plan (new): Employer Contribution - Effective May 1, 1989, 2% of earnings, with matching employee contribution.

Villa Colombo Homes for the Aged at Toronto - Local 2553, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 240 employees, settled at the bargaining stage and ratified in April 1989. Duration of negotiations - 14 months.

| Wages: | Effective | <u>Apr. 1/88</u> | <u>Apr. 1/89</u> |
|--------|------------------------|--------------------------------------|------------------|
| | General Increases | 6% | 5% |
| | Additional Adjustments | Certain classification adjustments* | |
| | R.N.A. Basic | \$11.76-\$12.24 (\$11.09-\$11.55) | \$12.35-\$12.86 |
| | Maintenance | \$13.07-\$13.63 (\$12.33-\$12.86) | \$13.72-\$14.31 |

Maximum rates are reached after 3 annual increases.

* Effective April 28, 1989, Health Care Aides and Adjutants receive 15¢ per hour above their current rates. R.N.A. classification divided into two categories: R.N.A. Basic and R.N.A. certified in medication, with the latter receiving an additional 50¢ per hour.

Shift Premium: 30¢ (20¢) per hour.

Health and Welfare: LTD (new) - Employer agrees to implement a plan before the expiry of this agreement. Coverage will be 60% of regular wages.

Clothing Allowance: Nursing and Activity employees receive \$75 per year (new).

May 1989 Settlements

RUBBER AND PLASTICS PRODUCTS

3M Canada Inc. at London - Local 27, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from May 8, 1989 to May 3, 1992, covering 315 employees, settled at the post-conciliation bargaining stage and ratified in May 1989. Duration of negotiations - 2 months.

| Wages: | Effective | <u>May 8/89</u> | <u>May 1/90</u> | <u>May 1/91</u> |
|--------|---|---------------------------|-----------------|-----------------|
| | COLA fold-in | \$1.39 | | |
| | General Increases | 37¢ | 28¢ | 25¢ |
| | Skilled Trades Adjustments | 20¢ | 18¢ | 15¢ |
| | Additional Adjustments | some inequity adjustments | | |
| | Group D (Production Helper) | \$16.35 (\$14.59) | \$16.63 | \$16.88 |
| | Group I (includes Journeyman Electrician) | \$18.74 (\$16.78) | \$19.20 | \$19.60 |

COLA: 1¢ per 0.110 point change in the CPI - 1981=100, using the April 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged). Effective May 1, 1991, 1¢ per 0.100 point change in the CPI - 1981=100.

Shift Premium: 0-45¢-45¢ (0-40¢-40¢). Effective May 1, 1990, 0-50¢-50¢. Effective May 1, 1991, 0-55¢-55¢.

Bereavement Leave: 3 (1) days' paid leave upon death of grandchild.

Paid Holidays: 1 floating day is added for a total of 13 (12) days. Effective in 1990, 14 days. Effective in 1991, 15 days.

Maternity Leave: Eligibility is 6 (9) months of seniority.

Adoption Leave (new): Eligibility is 6 months of seniority.

Health and Welfare: The following changes are effective May 15, 1989 unless stated otherwise.

Life Insurance AD & D - Maximum benefit is \$32,000 (\$25,000). Effective May 1, 1990, \$34,000. Effective May 1, 1991, \$36,000.

Weekly Indemnity - Maximum benefit is \$420 (\$375). Effective May 1, 1990, \$430. Effective May 1, 1991, \$440.

LTD - Maximum benefit is \$1,600 (\$1,300) per month.

Vision (new) - 100% reimbursement for prescription glasses and contact lenses to a maximum of \$100 per family member every 2 years.

Dental - Maximum annual claim is \$1,500 (\$1,000). Maximum lifetime claim for orthodontic services is \$1,250 (\$1,000). Maximum lifetime claim for other procedures is removed. (Previously, \$5,000). Deductible removed for major restorative services. (Previously, annual deductibles of \$25 for single coverage and \$75 for family coverage.) Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Plan has been negotiated for the period May 1, 1989 to April 30, 1995.

Future Retirees

Basic Monthly Benefits per Month per Year of Service/Normal Retirement.

| For Retirements Effective | Basic Benefit |
|---------------------------|---------------|
| May 15, 1989 | \$20 (\$18) |
| May 1, 1990 | \$22 |
| May 1, 1991 | \$24 |
| May 1, 1992 | \$26 |
| May 1, 1993 | \$29 |
| May 1, 1994 | \$32 |

Early Retirement - Effective May 15, 1989, employee aged 55 with 30 years of service may retire on pension reduced by 5% per year to age 62 (new). Effective May 1, 1991, employee aged 60 with 30 years of service may retire with an unreduced basic benefit and temporary supplement.

Supplemental Early Retirement Benefit - Effective May 1989, temporary supplement of \$850 per month for employee aged 62 with 30 years of service reduced by 20% for each year of early retirement from age 60. (Previously, \$750 per month for employee aged 62 with 30 years of service). Effective July 1, 1990 through July 1, 1995, in each year, benefit is increased by 90% of the increase in the CPI for the previous 12 months ending April 30, pro-rated for partial years and rounded upward to the nearest 1%.

Current Retirees Benefit - Effective July 1, 1990 through July 1, 1995, in each year, benefit is increased by 90% of the increase in the CPI for the previous 12 months ending April 30, pro-rated for partial years and rounded upwards to the nearest 1%.

Paid Education Allowance: Employer contributes 2¢ (1¢) per hour worked.

MISCELLANEOUS MANUFACTURING

Lear Siegler Seating Corporation, previously Lear Soegler Inc., Seating Division at Ajax - Local 1719, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1989 to April 30, 1992, covering 261 employees, settled at the conciliation officer stage and ratified in May 1989. Duration of negotiations - 4 months.

| Wages: | Effective | May 1/89 | May 1/90 | May 1/91 |
|------------------------------|--|---|----------|----------|
| Increases | | \$1.10-\$2.85 | 50¢ | 40¢ |
| Additional Adjustments | | Wage Schedule Restructured Some Pay Equity Adjustments | | |
| Labourer | | \$12.85 (\$11.30) | \$13.35 | \$13.75 |
| Electrician | | \$17.35 (\$14.40) | \$17.85 | \$18.25 |
| COLA (new): | 50¢ COLA float established. 1¢ per 0.1 point increase in the CPI - 1981=100, using the July 1989 index as the base. Adjusted quarterly. 20¢ to be diverted to a new SUB fund. | | | |
| Shift Premium: | 0-40¢-45¢ (0-20¢-25¢). Effective May 1, 1991, 0-45¢-50¢. | | | |
| Lead Hand Premium: | 50¢ (35¢) per hour above employee's classification rate. | | | |
| Lump Sum Settlement Payment: | \$500 per employee. | | | |
| Overtime Pay: | Double-time (time and one-half) per hour worked, plus holiday pay for employee required to work on a statutory holiday. | | | |
| Paid Holidays: | Christmas Eve, New Year's Eve (previously, half days), and the Friday preceding Victoria Day are added for a total of 13 (11) days. | | | |
| Bereavement Leave: | 3 (1) days' paid leave upon death of grandparent and 3 days for step-parent, step-child, grandchild, daughter/son-in-law, sister/brother-in-law of a current spouse (new). | | | |
| Health and Welfare: | <p><u>Life Insurance</u> - Employer pays 100% of premium costs. Benefit is \$12,000. Effective May 1, 1990 and 1991; \$13,000 and \$14,000 respectively. (Previously, benefit was equal to annual earnings rounded upwards to the nearest \$500. Employer paid 100% of premium costs up to \$2,000 for eligible employees.)</p> <p><u>Weekly Indemnity</u> - Benefit is payable on a 1-5-1-26 (1-5-1-15) basis.</p> <p><u>OHIP</u> - Employer pays 100% of premium costs. (Previously, 50% for 3-12 months of service and 100% thereafter.)</p> <p><u>Drug Plan</u> - 35¢ (50¢) deductible.</p> <p><u>Dental</u> - Coverage is based on the 1988 ODA fee schedule. 80%-20% co-insurance is eliminated and replaced by a \$50.00 deductible based on a 100% reimbursement. Effective May 1, 1989 and 1990, coverage is based on the 1989 and 1990 ODA fee schedules respectively.</p> | | | |

Pension Plan: Basic Benefit - Effective May 1, 1990, 1991 and 1992; \$8 (\$7.25), \$8.75 and \$9.50 per month per year of service respectively.

Safety Shoe Allowance (new): Maximum \$55, once per calendar year, for employees working in designated areas. Employer pays 10% of cost for other employees.

EDUCATION AND RELATED SERVICES

Ottawa Roman Catholic Separate School Board - Local 272, Service Employees International (AFL-CIO/CLC): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 230 employees, settled at the conciliation officer stage and ratified in May 1989. Duration of negotiations - 5 months.

Wages: Effective Sept. 1/88

General Increase 5%

Annual Rates

Category 1 (Labourer) \$20,250
(\$19,286)

Caretaker 3 \$26,633
(\$25,365)

Category 7 (includes Electrician) \$29,104
(\$27,718)

Part-time Bus Operator Rates - Effective May 5, 1989, \$18 for morning run, afternoon run and special in-town trips with minimum of 1½ hour. Full time hourly rate for special out-of-town trips. (Previously, daily minimum of \$34.15 for morning and afternoon run and flat of \$6.06 for special trips.)

Lump Sum Settlement Payment: \$100 per full-time employee, and \$50 per part-time employee.

Shift Premium (new): 50¢ for all hours worked between 11:30 p.m. and 7:30 a.m.

Paid Vacation: 21 days after 16 (21) years of service, 22 days after 17 (22) years, 23 days after 18 years (new), 24 days after 19 (24) years and 25 days after 20 (25) years.

Health and Welfare: Dental - Effective June 1, 1989, coverage is based on the 1988 (1983) ODA fee schedule. Employer pays 60% of premium costs for Blue Cross Rider #2 (new).

Permit Reimbursement: Effective May 1, 1989, employer re-imbereses \$75 to Bus Operators with "Class B" driver's permit.

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JULY 1989



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. For further information, please call Ron Casey-Nestor at 965-6886.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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HIGHLIGHTS

Police

In July 1989, a negotiated settlement covering 4,378 police officers was reached between the Ontario Government and the Ontario Provincial Police. The salary increases in the 2-year agreement were similar to those negotiated in June between the Metropolitan Toronto Board of Commissioners of Police and the Police Association - 5% retroactive to January 1, 1989, 2% on July 1, 1989, 5% on January 1, 1990 and 2.32% July 1, 1990. In addition, a new provision for paid adoption leave, improvements to health and welfare, paid vacation, bereavement leave and workers' compensation benefits, and an increase to the plain clothes allowance were negotiated.

Two 2-year municipal police agreements covering 1,159 police officers were settled in other areas of the Province. The salary increases also followed the pattern set in June by the Metro Toronto settlement. Improvements to the health and welfare, paid vacation, bereavement leave and clothing allowance provisions were also negotiated. Other changes included deletion of the service pay provision in the Hamilton-Wentworth agreement, and increases in shift premiums, overtime pay, and call-in pay, and a new provision for court attendance leave in the Waterloo Region agreement.

University Staff

New settlements affecting a total of 1,908 unionized employees at two Ontario universities were ratified in July. A 2-year contract at the University of Guelph for 770 secretarial, clerical, technical and library employees provides in the first year an increase of 5% of the job rate or \$22.50 per week for classifications with less than \$450 per week, and additional adjustments ranging from 1.5% to 4% for certain classifications. In the second year, employees receive a 5% increase. A new overtime pay provision, improvements to the dental and education allowance provisions, and changes to the incremental and merit pools were also negotiated.

At York University, 1,138 faculty members settled on a 2-year agreement which expires April 30, 1991. In the first year, the settlement provides a 7% increase on salary floors and 3.25% plus \$1,470 on base salaries. In May 1990, the salary floors are increased by 7% while the base salaries are augmented by 1.85% plus \$1,260. An additional .50% increase on base salaries is provided in November 1990. Increases were also negotiated for the annual career progress increments, overload teaching pay, administrative stipends, professional expense allowance and the anomalies fund.

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FOOD AND BEVERAGE

William Neilson Limited, Halton Hills Dairy at Georgetown - Local 647, Teamsters (AFL-CIO): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 250 employees, settled with mediation assistance. Duration of negotiations - 9 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|----------------------------|------------------------|------------------|------------------|
| General Increases | 5% | | 5% |
| Skilled Trades Adjustments | 25¢ | | 25¢ |
| Storageman | \$15.81 (\$15.06) | | \$16.60 |
| Maintenance Electrician | \$18.66 (\$17.54)* | | \$19.85 |
| <u>Weekly Rates</u> | | | |
| Route Driver | \$654.36 (\$623.20) | | \$687.08 |

* Previous rate includes a 50¢ wage adjustment.

COLA: 1¢ per 0.5 point change in the CPI-1971=100. Adjusted quarterly. Triggers at 6%, and capped at \$1.25 (unchanged). (Basic formula is unchanged.)

Health and Welfare: Life Insurance - Benefit is \$28,000 (\$25,000).

AD & D - Benefit is \$26,000 (\$25,000).

Weekly Indemnity - Benefit is \$363 (\$318) or the UIC maximum in 1989 and 1990.

LTD - Monthly benefit is \$1,600 (\$1,500).

Vision - Maximum claim is \$100 (\$75) per person every 2 years for a change in lens prescription, \$150 (\$125) for bifocals, \$175 (\$150) for trifocals and a lifetime maximum of \$225 (\$200) for contact lenses.

Dental - Effective August 1, 1989, coverage is based on the 1988 (1987) and 1989 ODA fee schedules in each contract year respectively. Maximum annual claim is \$1,500 (\$1,200) per family member. Denture coverage increased to 100% (50%-50% co-insurance) with a lifetime maximum of \$2,000 (\$1,000).

Continuation of Benefits for Early Retirees (new) - Benefit coverage for OHIP, Drugs, Vision, Dental and Life Insurance for employees retiring at age 60 and above.

Safety Shoe Allowance: \$73 (\$70) per year. Effective January 1, 1990, \$76.

Tool Allowance: \$300 (\$275) per year for designated trades.

RUBBER AND PLASTICS PRODUCTS

Uniroyal Goodrich Canada Inc., North Plant and RMS Machinery Division at Kitchener - Local 80, Rubber Workers (AFL-CIO/CLC) (production, shipping and maintenance employees): A 36-month renewal agreement effective from May 5, 1989 to May 4, 1992, covering 1,400 employees, settled with mediation assistance during a work-stoppage. Duration of negotiations - 5 months.

| Wages: | Effective | <u>May 5/89</u> | <u>May 6/90</u> | <u>May 5/91</u> |
|---------------------------|-----------|-------------------------------------|-----------------|-----------------|
| General Increases | | 41¢ | 10¢ | 8¢ |
| COLA Advances | | 10¢ | 10¢ | 10¢ |
| Additional Adjustments | | 11¢-20¢ for certain classifications | | |
| Skilled Trades Adjustment | | \$1.00 | | |
| Janitor (Mixing) | | \$13.915 (\$13.405) | \$14.115 | \$14.295 |
| Electrician | | \$17.725 (\$16.215) | \$17.925 | \$18.105 |

Previous rates reflect \$1.20 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.26 point rise in the CPI - 1971=100, using the average index for March, April and May 1989 as the base. Adjusted quarterly and folded into wages at the end of each contract year. (Basic formula is unchanged.)

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Carbon Black Premium: \$1.75 (\$1.50) per shift for workers regularly exposed to free carbon black.

Vacation Pay Advance: \$400 (\$350) for eligible employee.

Bereavement Leave: All common-law relationships are now covered. (Previously covered common-law spouse and dependent child only.)

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$25,000).

AD & D - Benefit is \$28,000 (\$25,000).

Life Insurance for Retirees - Benefit is \$30,000 (\$25,000) to age 65 for retirees on disability and \$10,000 (\$8,000) after age 65.

Weekly Indemnity - Benefit is equal to the UIC maximum (unchanged). Coverage is extended to include the first day of out patient treatment. (Previously payable only when admitted.)

The following benefits are effective from August 1, 1989:

Major Medical - \$40 (\$20) per hour to a maximum of \$400 (\$200) for the services of a clinical psychologist, \$30 (\$7) per treatment to a maximum of \$180 (previously 12 treatments) for a registered masseur, and \$60 per hour to a maximum of \$300 (\$200) per year for a speech therapist.

Vision - Maximum claim is \$150 (\$120) every 2 years.

Dental - Coverage is based on the 1988 (1986) ODA fee schedule. Effective May 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Hearing Aid - Maximum claim is \$500 every 5 (3) years.

Survivor Transition and Bridging Benefit - Maximum \$450 (\$400) per month for 24-months, less applicable statutory offsets. Minimum benefit is \$150 (unchanged) to a maximum of \$10,800 (\$9,600).

Pension:

Basic Benefit - \$23 (\$20) per month of credited service for retirements effective May 5, 1989. Effective May 5, 1990, \$23.50.

Supplemental Benefit - \$13.50 (\$12.50) per month per year of credited service to a maximum of 30 years (unchanged).

Current Retirees - Additional 50¢ per month per year of service.

Note: Employer will adopt pension formula for pension indexing if legislated by the Government or will adopt the formula implemented by certain Canadian tire manufacturers.

SUB Plan:

11¢-21¢ (9¢-19¢) per hour worked depending on level of fund.

Pay for Union
President:

Increased in accordance with the general increases.

Safety Shoe
Allowance:

\$45 (\$40) per year.

Uniroyal Goodrich Canada Inc. South Plant at Kitchener, previously, B.F. Goodrich Canada (Inc.), Local 677 Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1989 to May 31, 1992, covering 715 employees settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

| Wages: | Effective | <u>June 1/89</u> | <u>June 1/90</u> | <u>June 1/91</u> |
|--|-----------|--|------------------|------------------|
| COLA Fold-In | | 49¢ | | |
| COLA Advances | | 10¢ | 10¢ | 10¢ |
| Increases for Hourly and Incentive Employees | | 10¢-\$1.20 | 10¢ | 8¢ |
| Additional Adjustments | | Major restructuring of wage schedule resulting in 7 (11) job classifications. | | |

Equity Adjustment \$1.00
(For all Skilled
Trades and Power
House Employees)

Skilled Trades 25¢ 15¢
Adjustments (for
those moving to
Regulated Trades)

Hourly Rates

| | | | |
|----------|----------------------|---------|---------|
| Labourer | \$13.90 (\$12.94) | \$14.10 | \$14.28 |
|----------|----------------------|---------|---------|

| | | | |
|--|---------|---------|---------|
| New Trades* (includes Industrial Mechanic) | \$17.87 | \$18.22 | \$18.40 |
|--|---------|---------|---------|

Previous rates reflect COLA folded into wages and equity adjustments made during the previous agreement.

COLA: 1¢ per 0.26 point increase in the CPI - 1971=100, using the average index for April, May and June 1989 as the base. Adjusted quarterly. To be folded-into rates at the end of each contract year. (Basic formula is unchanged.)

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Vacation Pay Advance: \$363 (\$275).

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$25,000).

AD & D - Benefit is \$28,000 (\$25,000).

Life Insurance for Retirees - Benefit is \$30,000 (\$25,000) for retirees on disability to age 65, and \$10,000 (\$8,000) after age 65.

Weekly Indemnity - Benefit is equal to the UIC maximum (unchanged). Coverage is extended to include the first day of treatment as an out patient in hospital. (Previously payable only when admitted.)

Major Medical - \$40 (\$20) per hour to a maximum of \$400 (\$200) for the services of a clinical psychologist, \$30 (\$7) per treatment to a maximum of \$180 (previously 12 treatments) for a registered masseur, and \$60 per hour to a maximum of \$300 (\$200) per year for a speech therapist.

Orthopaedic Shoes - Plan pays for shoes which are part of a brace or specially constructed, including modifications prescribed by physician or podiatrist (new).

Vision - Maximum claim is \$150 (\$120) every 2 years.

Dental - Coverage is based on the 1988 (1986) ODA fee schedule. Effective June 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Hearing Aid - Maximum claim is \$500 every 5 (3) years.

Pension Plan: Basic Benefit - \$23 (\$20) per month of credited service for retirements effective from June 1, 1989. Effective June 1, 1990, \$23.50.

Bridging Benefit (new) - \$4.30 per year of credited service less applicable statutory offsets, to a maximum of 35 years for eligible employees.

Supplemental Benefit - \$13.50 (\$12.50) per month per year of credited service for retirements on or after June 1, 1989 to a maximum of 30 years (unchanged).

Current Retirees - Additional 50¢ per month per year of service.

Survivor, Transition and Bridging Benefits - Maximum \$450 (\$400) per month, less applicable statutory offsets for 24-months. Minimum benefit is \$150 (unchanged) to a maximum payment of \$10,800 (\$9,600).

Note: Employer will adopt pension formula for pension indexing if legislated by the Government or will adopt the formula implemented by certain tire manufacturers in Canada.

SUB Plan: 11¢-21¢ (9¢-19¢) per hour worked depending on fund level.

Job Re-Training: Employer will provide in-house training for skilled tradesmen who require upgrading to qualify for new skilled trades classifications, and will cover expenses for community college or other relevant courses. The employer will reimburse lost wages under certain conditions, (new).

Pay for Union President: Increased in accordance with the general increases.

Safety Shoe Allowance: \$45 (\$40) per year.

Tool Allowance: Maximum \$100 reimbursement in the first year. Maximum \$50 in each of the 2nd and 3rd contract years.

WOOD

Interforest Ltd. at Durham - Local 500, IWA-Canada (CLC): A 24-month renewal agreement effective from May 12, 1989 to May 11, 1991, covering 350 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | May 12/89 | May 12/90 | Nov. 12/90 |
|---------------------------|---------------------------------|-------------------|------------------|------------|
| General Increases | | 50¢ | 25¢ | 25¢ |
| Skilled Trades Adjustment | | 35¢ for Mechanic | 40¢ for Mechanic | |
| Additional Adjustment | Some classification adjustments | | | |
| General Helper | | \$10.50 (\$10.00) | \$10.75 | \$11.00 |

| | | | | |
|---------------------------|--|----------------------|---------|---------|
| | Maintenance (includes Mechanic) | \$13.15 (\$12.30) | \$13.80 | \$14.05 |
| Shift Premium: | 0-30¢-40¢ (0-30¢-35¢). | | | |
| Paid Vacation: | 3 weeks after 5 (6) years of service. | | | |
| Health and Welfare: | <u>Life Insurance</u> - Benefit is \$20,000 (\$10,000). <u>Weekly Indemnity</u> - Benefit is 66 2/3% (60%) of regular earnings for a maximum 16 (15) weeks. <u>OHIP</u> - Employer pays 100% (95%) of premium costs. <u>Dental (new)</u> - Effective November 12, 1989 employer pays 66 2/3% of premium costs. Basic level I and II plan with deductibles of \$25 single and \$50 family. Coverage is based on the 1988 ODA fee schedule. | | | |
| Pension Plan: | <u>Employer Contribution</u> - Effective January 1, 1990, 8¢ (7¢) per hour to a maximum 2,000 hours per employee per year. Effective January 1, 1991, 10¢ per hour. | | | |
| Meal Allowance: | \$3.50 (\$3). | | | |
| Safety Shoe Allowance: | \$40 (\$35) for one pair per year. | | | |
| Tool Allowance: | \$175 (\$150) lump sum every 6 months. | | | |

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

| | | | |
|--------|-------------------|-----------|----------|
| Wages: | Effective | May 1/89 | May 1/90 |
| | General Increases | 6% | 5.5% |
| | Journeyman | \$21.17 | \$22.33 |
| | Compositor | (\$19.97) | |

| | | | |
|------------------------|--|--|--|
| Shift Premium: | 0-6.5%-7% (0-6%-6.5%) of Journeyman's flat rate. | | |
| Paid Vacation: | 4 weeks after 7 (8) years of service and 5 weeks after 18 (19) years. Effective May 1, 1990, 4 weeks after 6 years and 5 weeks after 17 years. | | |
| Bereavement Leave: | 5 (3) days' paid leave upon death of spouse or child and 2 days for grandparent (new). | | |
| Health and Welfare: | <u>Welfare Plan (includes Life Insurance, Dependant Life Insurance, AD & D, Major Medical, Weekly Indemnity and Dental Plan) -</u> Effective August 1, 1989, employer contributes \$168 per month (\$37.22 per week). Effective May 1, 1990, \$190 per month. | | |

LTD (new) - Effective September 1, 1989, benefit is \$681.23 per month. Employer contributes \$1 per week per employee. Effective May 1, 1990, \$2.

Pension Plan: Employer Contribution - \$5.19 (\$4.75) per shift per employee. Effective May 1, 1990, \$5.47.

SUB: Funding - Maximum \$300 (\$200) per employee.

Benefit - Effective August 1, 1989, 75% of regular weekly earnings to a maximum of \$200 (previously, 75% of regular weekly earnings less UIC benefit). Effective May 1, 1990, maximum of \$225. Maternity benefit payable for 15 (6) weeks.

Apprenticeship Training Fund: \$1 (10¢) per week per employee.

Employee Savings Plan (new): Effective August 1, 1989, Employer/Employee contribution of \$3 per week to the Employee Savings Plan. Effective May 1, 1990, \$6.

Moore Corporation Limited, Moore Business Forms and Systems Division at Fergus - Local 691-S, Graphic Communications Union (AFL-CIO/CLC): A 21-month renewal agreement effective from May 15, 1989 to January 31, 1991, covering 240 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| Wages: | Effective | <u>May 15/89</u> | <u>May 15/90</u> |
|--------|------------------------------|--------------------------------------|------------------|
| | General Increases | 5% | 4% |
| | Bindery Operator | \$10.04-\$10.80 (\$9.56-\$10.29) | \$10.44-\$11.23 |
| | Press Operator (Phase II) | \$12.97-\$16.28 (\$12.35-\$15.50) | \$13.49-\$16.93 |

Maximum rate for Bindery Operator is reached after 18 months and for Press Operator after 54 months.

Paid Vacation: 4 weeks after 10 (12) years of service.

Boxing Bonus (new): 30¢ for 6-part operators.

Meal Allowance: \$5 after 2 hours of overtime (new) in addition to an 18-minute paid lunch break (unchanged).

METAL FABRICATING

Crown Cork & Seal Canada Inc. at Concord - Local 8670, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1989 to June 30, 1992, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | <u>July 1/89</u> | <u>July 1/90</u> | <u>July 1/91</u> |
|--------|-------------------|------------------|------------------|------------------|
| | General Increases | 20¢ | 20¢ | 15¢ |

| | | | |
|---|-------------------------|-----------|-----------|
| COLA Fold-in | 57¢ | | |
| Job Class Increment | .1535¢ (.141¢) | .1635¢ | .1735¢ |
| Skilled Trades Adjustment | .45¢ | | |
| Job Class 4 (includes Wrapper) | \$15.1245 (\$14.342) | \$15.3345 | \$15.4945 |
| Job Class 23 (Machine Parts Inspector) | \$18.2535 (\$17.021) | \$18.4635 | \$18.6235 |

Previous rates reflect 66¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.120 point change in the CPI - 1981=100, using the December 1988 as the base. Adjusted quarterly and folded into wages annually. (Previously, formula was based on the U.S. CPI - 1967=100.)

Paid Vacation: 4 weeks after 10 (12) years of service.
Special Vacation - 10 (6) weeks after 45 years of service.

Health and Welfare: Weekly Indemnity - Benefit is \$335-\$395 (\$285-\$345) depending on job class. Effective July 1, 1990, \$360-\$420. Effective July 1, 1991, \$365-\$425.

Major Medical - Family deductible is \$25 (\$50). 90%-10% co-insurance for eligible expenses for prescription drugs, medicines, sera and injectibles (unchanged). 85%-15% (80%-20%) co-insurance for all other eligible expenses to a maximum of \$20,000 (\$10,000). Effective July 1, 1990, 90%-10% co-insurance.

Vision - Maximum claim is \$100 (\$25) every 2 years.

Dental - Maximum benefit is \$1,500 (\$1,000). Maximum lifetime benefit for restorative procedures is \$1,500 (\$1,000).

Continuation of Benefits - Surviving spouse benefit continues for 3 (2) years.

Pension Plan: Basic Benefit - \$23-\$27 (\$21-\$25) per month per year of service depending on job class. Effective July 1, 1990, \$25-\$31. Effective July 1, 1991, \$27-\$33.

Current Retirees - Effective July 1, of each contract year, benefit is increased by \$25 per month.

Vesting (new) - Full vesting after 2 years of service.

Pension Surplus - All surplus funds to remain in plan. In event of the plan terminating, all surplus funds are split amongst eligible members.

Safety Shoe Allowance: \$60 (\$21) for the first pair and \$30 (\$12) for the second pair per year.

Severance Pay: In the event of plant closure employee receives \$400 per year of continuous service or pay in accordance with the Employment Standards Act, whichever is greater. (Previously, payments ranged from \$55 per year of service up to \$200 per year of service depending on length of service.)

TRANSPORTATION EQUIPMENT

Fleet Aerospace Company, Fleet Industries Division at Fort Erie - Lodge 171 and 939, Machinists (AFL-CIO/CLC) (production and office employees): Two 39-month renewal agreements effective from July 1, 1989 to September 30, 1992, covering 800 employees, settled at the bargaining stage. Duration of negotiations 4 months.

| Wages: | Effective | <u>July 1/89</u> | <u>July 1/90</u> | <u>Oct. 1/91</u> |
|---|-----------|--------------------------------------|------------------|------------------|
| General Increases | | 35¢ | 2% | 2% |
| COLA Fold-in | | \$1.36 | | |
| <u>Production Employees</u> | | | | |
| Job Level 1 includes (Labourer) | | \$14.63-\$15.86 (\$12.92-\$14.15) | \$14.93-\$16.18 | \$15.23-\$16.51 |
| Job Level 7 (includes Tool and Die Maker) | | \$18.03 (\$16.32) | \$18.39 | \$18.76 |
| Job Level 8 (Jig Borer) | | \$18.39 (\$16.68) | \$18.76 | \$19.14 |

Maximum rate for Labourer is reached after 48 weeks.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the June 1989 as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

Health and Welfare: LTD - Effective July 1, 1990, benefit is \$400 plus CPP disability (Previously, \$900 less CPP disability.)

Pension Plan: Basic Benefit - Effective October 1, 1991, \$23 (\$21) per month per year of service.

Vision - Maximum claim is \$135 (\$100) per person every 2 years. Coverage is extended to include glasses and contact lenses following a cataract operation with a maximum lifetime claim of \$135 per eye (new).

Dental - Coverage continues to be based on the current year's ODA fee schedule and is increased to the equivalent of Blue Cross Plan 9 (new).

Tool Allowance (new): \$100 per year for machinist, tool maker, millwright, plumber, electrician, stationary engineer, carpenter and garage mechanic with 2 years of continuous service.

Hawker Siddeley Canada Inc., Orenda Division, Mississauga - Lodge 717, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from June 3, 1989 to May 29, 1992, covering 330 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

| Wages: | Effective | <u>June 3/89</u> | <u>June 2/90</u> | <u>June 1/91</u> |
|--|-----------|----------------------|------------------|------------------|
| General Increases | | 2% | 2% | 2.5% |
| COLA Fold-in | | 80¢ | | |
| Job Level 2 (includes General Labourer) | | \$15.10 (\$14.00) | \$15.40 | \$15.79 |
| Job Level 12 (includes Tool & Die Maker) | | \$18.70 (\$17.53) | \$19.07 | \$19.55 |

Lump Sum Payment: \$750 per employee.

COLA: \$1.24 was generated during the previous agreement. 80¢ is folded into wages leaving 44¢ to float.

1¢ per 0.3 point change in the CPI - 1971=100, using the May 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective July 15, 1989, 0-45¢-50¢ (0-40¢-50¢).

Paid Vacation: 4 weeks after 10 years of service with 21 (20) days pay.

Health and Welfare: Life Insurance and AD & D - Effective January 1, 1990, maximum benefit is \$19,000 (\$18,000). Effective January 1, 1991, \$20,000.

Weekly Indemnity - Effective August 1, 1989, benefit is UIC maximum for 1989 (UIC maximum for 1988) plus \$10. Effective December 30, 1989, UIC maximum for 1990 plus \$10. Effective December 29, 1990, UIC maximum plus \$10.

Dental - Effective August 1, 1989, coverage is based on the 1987 (1986) ODA fee schedule. Employer pays 100% (75%) of premium costs. Effective January 1, 1990 and 1991, the 1988 and 1990 ODA fee schedules respectively.

Pension Plan: Supplemental Benefit - Accrued benefit for retirement at age 65, prior to December 31, 1989 is increased by 50% over level established December 31, 1980. Effective January 1, 1990, benefit for retirement prior to December 31, 1990 is increased by 40%. Effective January 1, 1991, benefit for retirement prior to December 31, 1991 is increased by 35%.

Window Program:

Early Retirement and Bridging Benefit - For August and September 1989, employee aged 63 or more during 1989 and who has 20 (25) years of service, may elect to receive an unreduced pension plus a bridge benefit of \$225 per month until age 65. Entitlement is an annual lump sum payment or part thereof for OHIP coverage, maximum 2 months.

Supplemental Pension Benefits - Employee in Window Program aged 64 by end of 1988 has accrued benefit increased by 30% upon reaching 65. Employee aged 63 by end of 1989 has benefit increased by 25%.

Lay-off Payment: Effective July 15, 1989, \$30 (\$20) for each week employee receives UIC benefit to a maximum of \$780 (\$520).

Safety Shoe Allowance: Effective July 15, 1989, \$60 (\$56) per year.

Productivity Improvement Program: Employee receives \$450, where actual hours worked exceed the standard hours by 15% during the first 6-months, prorated for lesser improvement. Effective 12 months after resumption of operations and an improvement of 25%, employee receives \$300 or prorated amount for lesser improvement.

ITT Industries of Canada Limited, Aimco Division, at Mississauga and Toronto - Local 7574, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 21, 1989 to June 20, 1992, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

| Wages: | Effective | <u>June 21/89</u> | <u>June 21/90</u> | <u>June 21/91</u> |
|--|-----------|-------------------|-------------------|-------------------|
| General Increases | | 80¢ | 70¢ | 80¢ |
| Skilled Trades Adjustment | | 50¢ | | |
| Grade 1 (General Labour) | | \$12.54 (\$11.74) | \$13.24 | \$14.04 |
| Grade 10A (Senior Tool and Die Maker-Specialist) | | \$18.55 (\$17.25) | \$19.25 | \$20.05 |

Shift Premium: 0-45¢-50¢ (0-40¢-45¢).

Health and Welfare: Life Insurance and AD & D - Effective July 1, 1989, benefit is \$18,000 (\$17,000). Effective July 1, 1990 and 1991, \$19,000 and \$20,000 respectively.

Weekly Indemnity - Benefit is payable on a 1/1/6/52 (1/1/8/52) basis.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1990, \$14 (\$12) per month per year of future service.

Disability Retirement Pension - Employee aged 50 (55) with 10 (15) years of service is eligible.

Safety Shoe Allowance: Effective June 21, 1990, Maximum \$65 (\$60) per year.

Tool Allowance: \$85 (\$75) per year. Effective June 21, 1990, \$95.

ELECTRICAL PRODUCTS

Thomson Consumer Electronics Canada, Inc., previously RCA Inc. at Prescott - Locals 523 and 551, Communications-Electrical Workers (CLC) (office and production employees): Two 24-month renewal agreements effective from July 15, 1989 to July 14, 1991 for production employees and from July 27, 1989 to July 26, 1991 for office employees, covering 211 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>July 15/89</u> | <u>July 15/90</u> |
|--------|---|--|-------------------|
| | General Increases | 45¢ | 45¢ |
| | Additional Adjustments | certain reclassifications; elimination of Grade 15 | |
| | Labour Grade 1 (includes Sub Assembler) | \$9.73-\$9.88 (\$9.28-\$9.43) | \$10.18-\$10.33 |
| | Labour Grade 14 (15) (includes Electrician) | \$11.88-\$12.13 (\$11.43-\$11.68) | \$12.33-\$12.58 |

Maximum rates are reached after four 3-month increases.

Bereavement Leave: 1 days' paid leave upon death of grandchild (new).

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$25,000).

LTD (new) - Benefit is 50% of regular earnings.

Dental - Coverage is based on the 1987 (1986) and 1988 ODA fee schedules in each contract year respectively.

Mitsubishi Electronics Industries Canada Inc. at Midland - Local 532, Communications - Electrical Workers (CLC): A 24-month renewal agreement effective from July 6, 1989 to July 5, 1991, covering 532 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| Wages: | Effective | <u>July 6/89</u> | <u>July 6/90</u> |
|--------|---|--------------------------------------|------------------|
| | General Increases | 60¢ | 50¢ |
| | Skilled Trades Adjustments | 20¢ | 20¢ |
| | Level 1 (includes Mount Operator/Inspector) | \$9.74-\$10.10 (\$9.14-\$9.50) | \$10.24-\$10.60 |
| | Level 7 (Tradesman) | \$14.23-\$14.62 (\$13.43-\$13.82) | \$14.93-\$15.32 |

Maximum rates are reached after four 3-month increases.

Paid Vacation: 4 weeks after 12 (13) years of service.

| | |
|------------------------------|---|
| Bereavement Leave: | 3 (2) days' paid leave upon death of grandchild. |
| Health and Welfare: | <u>Dental</u> - Coverage is based on the 1987 (1986) and 1988 ODA fee schedule in each contract year respectively. Plan is extended to include dentures with 50%-50% co-insurance (new). <u>Continuation of Benefits</u> - Employer continues to pay premium costs for employee absent due to sickness or accident for the month such absence commences and for 24 (12) months thereafter. |
| Safety Prescription Glasses: | Maximum \$100 (\$90) every 2 years. |
| Safety Shoe Allowance: | Maximum \$65 (\$60) per year. Effective in 1990, \$70. |
| Tool Allowance: | Maximum \$120 (\$80) per year. |

CHEMICAL AND CHEMICAL PRODUCTS

Dupont Canada Inc. at Maitland - Local 28, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 467 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

| | | | |
|------------------------|---|----------------------|-----------------|
| Wages: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | General Increases | 5.2% | 5% |
| | Labourer | \$13.42 (\$12.76) | \$14.09 |
| | Electrician 1st Class | \$17.67 (\$16.80) | \$18.55 |
| Shift Premium: | 0-54¢-70¢ (0-48¢-65¢). Effective May 1, 1990, 0-60¢-75¢. <u>12-hour night shift</u> - 85¢ (76¢) per hour. Effective May 1, 1990, 90¢. | | |
| Sunday Premium: | \$1.70 (\$1.60) per hour. Effective May 1, 1990, \$1.80. | | |
| Lead Hand Premium: | 75¢ (70¢) per hour. | | |
| Overtime Pay: | Double-time for all hours worked on a 12-hour shift falling on a paid holiday. (Previously, time and one-half for the first 8 hours and double-time for the remaining 4 hours.) | | |
| Meal Allowance: | \$6.50 (\$5.75). | | |
| Safety Shoe Allowance: | \$70 (\$66) for the first pair and \$35 (\$33) for each subsequent pair per calendar year. Effective May 1, 1990, \$73 and \$36.50 respectively. | | |

COMMUNICATIONS

Canadian Broadcasting Corporation, system-wide Local 213, Newspaper Guild (AFL-CIO/CLC): A 34-month renewal agreement effective from November 28, 1988 to September 22, 1991, covering 260 Ontario employees, settled at the bargaining stage. Duration of negotiations - 8 months.

| Wages: | Effective | Nov. 28/88 | Sept. 25/89 | Sept. 24/90 |
|--------|--|--|-------------------|-------------------|
| | General Increases | 3.5% | 4.9% | 4.9% |
| | Additional Adjustments | certain reclassifications | | |
| | <u>Annual Rates</u> | | | |
| | Group 2 (Editorial Assistant) | \$18,721-\$21,193 (\$18,088-\$20,476) | \$19,638-\$22,231 | \$20,600-\$23,320 |
| | Group 5 (includes Production Editor) | \$29,322-\$41,034 (\$28,330-\$39,646) | \$30,759-\$43,045 | \$32,266-\$45,154 |
| | Group 10 (includes Senior Program Editor) | \$49,811-\$54,586 (\$48,127-\$52,740) | \$52,252-\$57,261 | \$54,812-\$60,067 |

Acting Pay: Effective July 28, 1989, employee temporarily transferred to higher classification for not more than 4 weeks receives \$14.75 (\$13.25) per shift. Employee assigned to early morning radio line-up receives \$9 (\$7) per day.

Paid Vacation: 6 weeks after 27 years of service (new).

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 240 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages: | Effective | July 1/89 | July 1/90 |
|--------|-------------------------|--------------------------------------|-----------------|
| | General Increases | 6% | 4% |
| | Groundsman | \$13.15-\$15.03 (\$12.41-\$14.18) | \$13.68-\$15.63 |
| | Lineman 1st Class | \$20.26 (\$19.11) | \$21.07 |
| | <u>Office Employees</u> | | |
| | <u>Weekly Rates</u> | | |
| | 35 hours per week | | |

| | | |
|--|--|-------------------|
| Grade 1 (includes General Clerk III) | \$315.29-\$352.31 (\$297.44-\$332.37) | \$327.90-\$366.40 |
|--|--|-------------------|

| | | |
|--|--|-------------------|
| Grade 9 (Engineering Technician) | \$699.72-\$816.35 (\$660.11-\$770.14) | \$727.71-\$849.00 |
|--|--|-------------------|

Maximum rates for Groundsman and General Clerk III are reached after 12 months and for Engineering Technician after 3 years.

Hours of Work: Average 35 (36 1/4) hours per week for office employees.

Overtime Pay: All previous clauses dealing with overtime cancelled.
Double time excluding shift premiums for all hours worked outside employee's regularly scheduled hours (new).

Bereavement Leave: 5 (4) days' paid leave upon death of spouse. 3 days' paid leave upon death of son/daughter-in-law (new).

Meal Allowance: \$6 for breakfast, \$8 for lunch and \$10 for supper (previously, \$5 per meal).

FINANCE, INSURANCE AND REAL ESTATE

Property Management Services Organization at Toronto - Local 183, Labourers (AFL-CIO): A 36-month renewal agreement effective from December 1, 1988 to November 30, 1991, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

| | | | | |
|--------|----------------------|----------------------|------------------|------------------|
| Wages: | Effective | <u>Dec. 1/88</u> | <u>Dec. 1/89</u> | <u>Dec. 1/90</u> |
| | General Increases | 7% | 6% | 6% |
| | Housekeeper | \$9.28 (\$8.68) | \$9.84 | \$10.43 |
| | Licensed Handyman | \$15.46 (\$14.47) | \$16.39 | \$17.37 |

Monthly Rates

| | | | |
|--|------------------------------------|-----------------|-----------------|
| Building Superintendent; 56-350 suites and over, 0-4 years* | \$1,067-\$1,731 (\$995-\$1,568) | \$1,130-\$1,835 | \$1,198-\$1,945 |
|--|------------------------------------|-----------------|-----------------|

* Building Superintendent with 4 or more years of service may receive up to an additional \$40 per month for merit, as determined by the employer (unchanged).

Health and Welfare: Employer contribution to the Industrial Benefit Trust Fund - Effective December 1, 1989, \$75 (\$70) per employee per month.

Pension Plan: Employer contribution to the Labourers' Pension Fund of Central and Eastern Canada - Effective December 1, 1990, 50¢ (40¢) per hour worked to a maximum of 150 hours per month.

EDUCATION AND RELATED SERVICES

Niagara South Board of Education at Welland - Local 468, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, service and plant operations employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 410 employees, settled with mediation assistance. Duration of negotiations - 6 months.

| | | | |
|--------|---|---------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 6% | 6% |
| | Additional Adjustment | Certain reclassifications | |
| | Wage Level 7 (cleaner) | \$9.81 (\$9.25) | \$10.40 |
| | Wage Level 6 (includes Caretaker) | \$12.25 (\$11.56) | \$12.99 |
| | Wage Level 1B (includes Electronic Repairman) | \$15.13 (\$14.27) | \$16.04 |

Shift Premium: Effective July 1, 1989, 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 6 weeks after 26 (27) years of service.

Compassionate Leave: Leave is extended to include attendance at birth of employee's child and day new born brought home.

Inclement Weather: Full wages for regular shift cancelled by employer. (Previously, to a maximum of three shifts in any calendar year.)

Health and Welfare: Vision - Effective July 1, 1989, maximum claim is \$150 (\$120) every 2 years.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1990, the 1990 ODA fee schedule.

Meal Allowance (new): \$6 for employees who work more than 3 hours of unscheduled overtime.

Safety Shoe Allowance: \$65 (\$45) per year.

University of Guelph - Staff Association (Ind.) (secretarial, clerical, library and technical employees): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 770 employees settled at the bargaining stage. Duration of negotiations - 1 week.

| | | | |
|--------|-----------|---|------------------|
| Wages: | Effective | <u>July 1/89</u> | <u>July 1/90</u> |
| | Increases | 5% of job rate or \$22.50 per week, for classifications with less than \$450 per week | 5% |

Additional Adjustments 1.5%-4% for certain classifications

Weekly Rates
35 hours per week

| | | |
|-------------------------|--|-------------------|
| Receptionist/ Typist | \$301.30-\$361.30 (\$268.08-\$325.77) | \$316.37-\$379.37 |
| MTS VI | \$636.64-\$844.57 (\$603.71-\$811.64) | \$668.47-\$886.80 |

Maximum rates beyond job rates are reached on merit.

Incremental Pool: Equal to .4% (.48%) of gross salaries of bargaining unit employees.

Merit Pool: 1% (.5%).

Overtime Pay: Minimum 3 hours' pay for scheduled overtime not contiguous with normal shift (new).

Health and Welfare: Dental - Coverage is based on the 1987 (1985) and 1988 ODA fee schedules in each contract year respectively. Employer pays 60% (50%) of the premium costs for major restorative services.

Continuation of Benefits for Retirees - Employer pays 50% (30%) of dental premiums.

Education Allowances : Tuition waiver for all eligible employees taking credit courses (Previously, excluded employees on a thesis semester system.)

York University at Toronto - Faculty Association (Ind.) (full-time professors lecturers and librarians): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 1,138 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
|-------------------|-----------|--|--|
| General Increases | | 7% on salary floors; 3.25% plus \$1,470 on base salaries | 7% on salary floors; 1.85% plus \$1,260 on base salaries |

Annual Salary Floors

| | | |
|---------------------|------------------------|----------|
| Lecturer | \$27,820 (\$26,000) | \$29,770 |
| Assistant Professor | \$34,030 (\$31,800) | \$36,410 |
| Professor | \$54,780 (\$51,200) | \$58,610 |
| General Librarian | \$26,290 (\$24,570) | \$28,130 |

| | | |
|------------------|------------|----------|
| Senior Librarian | \$46,550 | \$49,810 |
| | (\$43,500) | |

Additional Adjustment - Effective November 1, 1990, .50% on base salaries.

Merit Fund: Effective May 1, 1990, merit pool equal to .5% (1%) of September 1, 1989 salaries.

Annual Career Progress Increments: \$1,473 (\$1,375). Effective May 1, 1990, \$1,575.

Overload Teaching Pay: Increased by 7%, except for College Courses which are increased by 11.1%. Effective May 1, 1990, increased by 7%.

Administrative Stipends: Increased by 4.25%. Effective May 1, 1990, increased by 4%.

Additional Compensation: Anomalies, Marketability - Increase funds to \$125,000 plus fringe benefits (previously \$92,880 plus fringe benefits). Effective May 1, 1990, \$150,000 plus fringe benefits (previously, \$95,666 plus fringe benefits). Committee on Anomalies to distribute \$300,000 by November 1990.

Professional Expense Allowance: Maximum reimbursement of \$450 (\$400). Effective May 1, 1990, \$500.

Scarborough Public Library Board - Local 1877, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 250 employees, settled at the bargaining stage. Durations of negotiations - 2 months.

| | | | |
|--------|------------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/89</u> |
| | General Increases | 7% | 7%* |
| | Additional Adjustments | | ** |

Annual Rates

| | | |
|-----------------|--|-------------------|
| Clerical Code I | \$19,767-\$23,464 (\$18,474-\$21,929) | \$22,042-\$25,107 |
| Librarian IV | \$40,585-\$49,298 (\$37,930-\$46,073) | \$46,609-\$52,749 |

* Conditional Wage Reopener if the Toronto CPI increases by more than 8.5% above the December 1989 index.

Maximum rates are reached after 4 annual increases.

** Effective January 1, 1990, level E (entry level) is removed. Maximum rates are reached after 3 annual increases.

Paid Vacation: 6 weeks after 23 (24) years of service.

Health and
Welfare:

Life Insurance for Retirees - Effective January 1, 1990, benefit is \$3,000 (\$2,000).

LTD - Effective September 1, 1989, benefit is 75% of basic salary with no maximum. (Previously, maximum benefit was \$3,000.)

Major Medical - Effective January 1, 1990, coverage includes services of a licensed Chiropractor, Osteopath and Podiatrist for up to \$15 per visit, per person, including \$35 per person per year for X-rays by a Chiropractor, to a maximum \$200 per year (new). Coverage extended to include dependent full-time students to age 25 (new).

Vision - Effective January 1, 1990, maximum claim is \$175 (\$125) every 2 years.

Dental - Employer pays 100% of premium costs for a limited major restorative rider on a 50%-50% co-insurance basis with an annual maximum benefit of \$500 per person (new). Effective January 1, 1990, maximum annual benefit is \$1,000. Rider #2 Dentures is added on a 60%-40% co-insurance basis (new).

Continuation of Benefits - Employer pays 75% of premium costs for OHIP, Comprehensive Health benefits and Vision care to age 65 for employee retiring on or after January 1, 1990, (new). Effective January 1, 1990, health and welfare benefit coverage continues for surviving spouse of early retiree to the anniversary date of the employee's 65th birthday, if death occurs prior to age 65 (new).

HEALTH AND WELFARE SERVICES

Kitchener-Waterloo Hospital at Kitchener - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): Two 24-month renewal agreements effective from September 7, 1988 to September 6, 1990, covering 237 employees, settled by arbitration. Duration of negotiations - 11 months.

| | | | |
|--------|-------------------|--|-------------------|
| Wages: | Effective | Sept. 7/88 | Sept. 7/89 |
| | General Increases | 6% | 5% |
| | File Clerk | \$10.00-\$10.559 (\$9.434-\$9.961) | \$10.50-\$11.087 |
| | Senior Secretary | \$12.327-\$13.243 (\$11.629-\$12.493) | \$12.943-\$13.905 |

Maximum rates are reached after 3-5 years depending on classification.

Paid Holidays: 1 additional day is added for a total of 12 (11) days, to be taken as a floating holiday in 1989 and to be designated as the second Monday in February 1990.

Paid Vacation: Effective in 1989, 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new).

Responsibility Pay: 10% of regular rate for all assigned hours when assigned additional responsibilities for at least the majority of a 7½ hour shift (previously \$3 per shift).

| | |
|---------------------------------|---|
| Standby Pay (new): | \$2.10 per hour, ceasing when called in to work. |
| Daylight Savings Pay (new): | Pay for hours actually worked, with the extra hour in the fall paid at the applicable overtime rate. |
| Sick Leave: | Regular pay for the first two days of the fourth and subsequent periods of absence per year (new). |
| Bereavement Leave: | 3 days' paid leave upon death of brother/sister-in-law (new) and 1 day's paid leave for spouse's grandparent (new). |
| Health and Welfare (full-time): | <u>Semi-Private Hospitalization</u> - Employer pays 100% (75%) of premium costs. <u>Vision</u> - Maximum claim is \$80 (\$60) per person every 2 years. <u>Dental</u> - Effective April 1, 1990, employer pays 75% (50%) of premium costs. Coverage is based on the 1988 (1985) ODA fee schedule. |
| Uniform Allowance: | \$60 (\$50) per year. |

Metropolitan Toronto Municipality, Homes for the Aged - Local 79, Canadian Union of Public Employees (CLC) (part-time employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 1,650 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

| | | | |
|--------|---|--------------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 7% | 7%* |
| | Housekeeping Attendant | \$10.18-\$10.92 (\$9.51-\$10.21) | \$10.89-\$11.68 |
| | Counsellor | \$18.07-\$19.97 (\$16.89-\$18.66) | \$19.33-\$21.37 |
| | * Conditional wage reopener if the CPI (Toronto) increases by more than 8.5% above the December 1989 index. | | |

Maximum rate for Housekeeping Attendant is reached after 1 annual increase, and for Counsellor after 3 annual increases.

Shift Premium: Effective August 9, 1989, 0-49¢-49¢ (0-46¢-46¢). Effective January 1, 1990, 0-52¢-52¢.

Weekend Shifts: Weekend Bonus (new) - Effective January 1, 1990, lump sum payment of \$199.68 payable at the end of the calendar year for employee working on shifts where the majority of hours falls on a Saturday or Sunday, and with a minimum of 384 hours worked on weekends.

Call-in Pay: Where employee is called in to work a full shift on less than 1 hour's notice, the entire shift is paid provided employee reports within first hour of shift.

| | |
|----------------------------|--|
| Paid Holidays: | Effective January 1, 1990, eligible employee receives 1 floating day (new). |
| Paid Maternity Leave: | Employee returning from maternity leave receives \$25 (\$20) for each pay period of absence to a maximum of \$325 (\$260) in lieu of vacation pay. |
| Paid Adoption Leave (new): | Maximum 3 months at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period. |
| Health and Welfare: | <u>LTD (new)</u> - Effective July 1, 1990, benefit is 75% of regular salary to a maximum of \$3,000 payable after 6 months of continuous absence. <u>Major Medical</u> - Effective January 1, 1990, coverage includes services of licensed Chiropractor, Osteopath, Podiatrist and Chiropodist up to \$15 per visit and includes up to \$35 per year for X-rays by a Chiropractor to a maximum \$200 per year. <u>Vision</u> - Effective January 1, 1990, maximum claim is \$175 (\$125). <u>Hearing</u> - Maximum lifetime claim is \$400 (\$300). <u>Dental</u> - Effective August 1, 1989, 60%-40% (50%-50%) co-insurance basis for dentures. <u>Continuation of Benefits</u> - Employer continues to pay its portion of premium costs for a maximum 3 months for employee on adoption leave (new). Employee on maternity leave receives continued coverage for up to 26 (18) weeks. |
| Mileage Allowance: | Effective August 1, 1989, 29¢ (26¢) per kilometre. Effective January 1, 1990, 32¢. |
| Clothing Allowance: | Eligible employee receives \$55 (\$50) every 6 months. Effective January 1, 1990, \$57.50. |

FEDERAL ADMINISTRATION

National Research Council of Canada, Canada-wide - Research Council Employees Association (Ind.) (technical category employees): A 39-month renewal agreement effective from November 14, 1988 to February 13, 1992, covering 840 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | |
|--------|--------------------------------|--|-------------------|
| Wages: | Effective | <u>Nov. 14/88</u> | <u>Jan. 14/90</u> |
| | General Increases | 5% | 4.6% |
| | Additional Adjustments | Restructuring of salary schedule | |
| | <u>Annual Rates</u> | | |
| | <u>Technical Officer Group</u> | | |
| | Technical Officer 1 | \$14,910-\$26,479 (\$14,200-\$25,218) | \$15,596-\$27,697 |
| | Technical Officer 3 | \$31,500-\$39,877 (\$30,000-\$37,978) | \$32,949-\$41,711 |

| | | |
|---------------------|--|-------------------|
| Technical Officer 6 | \$52,243-\$57,200 (\$49,755-\$54,476) | \$54,646-\$59,831 |
|---------------------|--|-------------------|

| | |
|-----------|-------------------|
| Effective | <u>Feb. 14/91</u> |
|-----------|-------------------|

| | |
|------------------|------|
| General Increase | 4.2% |
|------------------|------|

| | |
|---------------------|-------------------|
| Technical Officer 1 | \$16,251-\$28,860 |
|---------------------|-------------------|

| | |
|---------------------|-------------------|
| Technical Officer 3 | \$34,333-\$43,463 |
|---------------------|-------------------|

| | |
|---------------------|-------------------|
| Technical Officer 6 | \$56,941-\$62,344 |
|---------------------|-------------------|

Maximum rates are based on merit increases from 0-5%.

Standby Pay: \$10 (\$8) for 8 consecutive hours during regular off-duty hours.

Paid Vacation: 3 (2) weeks for up to 1 year of service, 4 weeks after 8 (9) years and 5 weeks after 19 (20) years.

Meal Allowance: Regular Overtime - \$6 (\$5.25) after 3 hours and \$6 (\$4.50) after an additional 4 hours.

On A Paid Holiday - \$6 after 11 hours. (Previously, \$5.25 after 11 hours and \$4.50 after 15 hours.)

Diving Duty Allowance: \$12.50 (\$8.50) per hour.

Flying Allowance: \$80 (\$75) per month.

Severance Pay: Maximum 30 (28) weeks' pay for eligible employee on lay-off, upon retirement or death. Benefit is pro-rated for last year of service (new).

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Provincial Police (Ind.) (police officers): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 4,378 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

| | | | |
|--------|-------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 2% |

Additional Adjustments*

Weekly Rates

| | | |
|---------------------|------------------------|----------|
| 3rd Class Constable | \$664.98 (\$633.31) | \$667.28 |
|---------------------|------------------------|----------|

| | | |
|---------------------|------------------------|----------|
| 1st Class Constable | \$831.18 (\$791.60) | \$847.80 |
|---------------------|------------------------|----------|

| | | |
|----------------|----------------------------|------------|
| Staff Sergeant | \$1,063.91 (\$1,013.25) | \$1,085.19 |
|----------------|----------------------------|------------|

| | | |
|-----------|------------------|------------------|
| Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
|-----------|------------------|------------------|

| | | |
|---------------------|------------|------------|
| General Increases | 5% | 2.32% |
| 3rd Class Constable | \$712.19 | \$728.71 |
| 1st Class Constable | \$890.19 | \$910.84 |
| Staff Sergeant | \$1,139.45 | \$1,165.89 |

* Sergeant rate is 110.5% (110%) of 1st Class Constable rate. Effective January 1, 1990, Senior Constable rate established at 101% of 1st Class Constable rate. Effective July 1, 1990, Sergeant rate is 111% of 1st Class Constable rate.

Paid Vacation: 6 weeks after 25 (26) years of service. Bonus week in 25th year deleted. Effective January 1, 1990, 4 weeks after 8 (9) years and 5 weeks after 16 (17) years.

Bereavement Leave: 3 days' paid leave upon death of foster parent or legal guardian (new).

Paid Adoption Leave (new): 2 weeks at 93% of weekly wage plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit.

Workers' Compensation: 6 (3) consecutive months salary coverage when absent due to an injury or industrial disease for which an award is made under the Act.

Health and Welfare: Life Insurance for Dependants - Coverage is extended to include children between the ages of 21 and 25 in full-time attendance at a College or University.

Semi-Private Hospitalization - Maximum benefit is \$60 (\$50) per day.

Vision - Maximum claim is \$150 (\$100) per person every 2 years.

Major Medical - Coverage is extended to include Hepatitis B innoculations (new).

Dental - Employer pays 100% of the premium costs with 90%-10% (85%-15%) co-insurance. Coverage is extended to include pit and fissure treatment for permanent teeth (new).

Plain Clothes Allowance: Effective January 1, 1990, \$900 (\$850) per year.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC) (technical services category): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 4,841 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages: Effective Jan. 1/89

General Increase 4.186% plus
\$10.80 per week

Weekly Rates

| | |
|-------------------------------|-----------------------|
| Library Technician 2 | \$422.29-\$463.22 |
| 36 1/4 hours per week | (\$394.96-\$434.24) |
| Vocational Training | \$868.80-\$1,054.55 |
| Supervisor 1 | (\$823.53-\$1,001.81) |
| Minimum 36 1/4 hours per week | |

Maximum rates are reached on merit.

LOCAL ADMINISTRATION

Durham Regional Municipality at Whitby - Local 1764, Canadian Union of Public Employees (CLC) (inside and health services employees): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| | | | |
|--------|-----------------------|------------------|------------------|
| Wages: | Effective | <u>July 1/89</u> | <u>July 1/90</u> |
| | General Increases | 6.3% | 6% |
| | Additional Adjustment | * | |

Annual Rates

35 hours per week

| | | |
|------------------|------------------------|----------|
| Clerk 1 | \$19,440 (\$18,288) | \$20,606 |
| Senior Planner 2 | \$50,261 (\$47,282) | \$53,277 |

*Possible pay equity adjustments to clerk classifications to be determined by the end of 1989 and retroactive to July 1, 1989.

Shift Premium: 70¢ (65¢) per hour if shift starts between noon and 2 a.m.

Paid Vacation: 5 weeks after 17 (18) years of service. Effective in 1990, 6 weeks after 25 (26) years.

Health and Welfare: Life Insurance - Benefit is 2 times basic annual salary to a maximum \$102,000 (\$95,000). Effective July 1, 1990, \$105,000.

LTD - Benefit is 66 2/3% of basic earnings to a maximum \$2,200 (\$2,000) per month. Effective July 1, 1990, \$2,500.

Major Medical - Maximum \$13 (\$12) per visit to a licensed chiropractor. Effective July 1, 1990, \$14.

Vision - Maximum claim is \$130 (\$120) per person every 2 years.

Dental - Employer pays 95% (90%) of premium costs. Maximum annual claim for major restorative services is \$1,500 per person (new).

Pension Plan: Early Retirement - Employee may retire when age plus years of service equals 90 (unchanged) or after 15 years of service (new).

Vehicle Allowance: Effective January 1, 1990, all rates increased by 6.3%. Effective January 1, 1991, increased by a further 6%.

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC)
(inside and outside employees): Two 24-month renewal agreements effective January 1, 1989 to December 31, 1990, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
|--------|---|--|-------------------|
| | General Increases | 7% | 7% |
| | <u>Inside Employees</u> | | |
| | <u>Weekly Rates</u> | | |
| | 35 hours per week | | |
| | Clerk Grade 1 (includes Clerk Typist) 0-3 years | \$371.00-\$456.75 (\$346.85-\$427.00) | \$396.90-\$488.60 |
| | Technician-Grade 6 (includes Survey Party Chief) 0-4 years | \$636.30-\$721.00 (\$594.65-\$673.75) | \$680.75-\$771.40 |

Outside Employees

| | | |
|--|----------------------|---------|
| Labourer- Litter Picker | \$13.45 (\$12.57) | \$14.39 |
| Automotive Mechanic Mechanic II (Previously III) | \$18.33 (\$18.32) | \$19.61 |

| | |
|--|--|
| Shift Premium: | 0-49¢-49¢ (0-47¢-47¢). Effective January 1, 1990, 0-52¢-52¢. |
| Weekend Premium: | 98¢ (94¢) per hour, in addition to applicable shift premium. Effective January 1, 1990, \$1.04. |
| Weekend Bonus: | 49¢ (47¢) per hour. Effective January 1, 1990, 52¢. |
| Paid Vacation: | Effective January 1, 1990, 3 weeks after 1 (2) year, and 6 weeks after 23 (24) years. |
| Call-Back Pay (Outside employees): | Minimum 3 (2) hours' pay at applicable overtime rate. |
| Standby Pay (Outside employees): | \$70.10 (\$63.75) for works department emergency, \$72.15 (\$63.75) for snow control, plus an additional \$39.40 (\$35.75) on a paid holiday. Effective January 1, 1990, \$75, \$77.20, \$49.10 plus \$42.15 respectively. |

Health and
Welfare: Effective January 1, 1990:

Vision - Maximum claim is \$175 (\$125) every 2 years.

Hearing (new) - Maximum claim is \$400 every 5 years.

Dental - Coverage is extended to include caps, crowns and prosthodontics with 50%-50% co-insurance to a maximum claim of \$1,000 per person per year (new).

Continuation of Benefits for Retirees and LTD Employees - Employer pays 100% (50%) of premium costs for Major Medical.

Sick Leave: Early Retirement - Employee aged 55 (60) is entitled to eligible sick leave pay-out.

Meal Allowance: \$6 (\$5.50) after 2 hours of overtime with less than one day's notice. Effective January 1, 1990, \$6.50.

Tool Allowance: \$215 (\$180) per year. Effective January 1, 1990, \$250.

Hamilton-Wentworth Regional Board of Commissioners of Police at Hamilton - Police Association (Ind.) (police officers): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 672 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| | | | |
|--------|-------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 2% |

Annual Rates

| | | |
|------------------------|------------------------------|-------------|
| Constable 4th Class | \$29,627.51 (\$28,216.00) | \$30,219.82 |
| Constable 1st Class | \$43,121.34 (\$41,068.07) | \$43,983.74 |
| Staff Sergeant | \$54,320.49 (\$51,733.83) | \$55,407.09 |

| | | |
|-----------|------------------|------------------|
| Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
|-----------|------------------|------------------|

| | | |
|---------------------|-------------|-------------|
| General Increases | 5% | 2.202% |
| Constable 4th Class | \$31,730.84 | \$32,429.52 |
| Constable 1st Class | \$46,183.01 | \$47,200.26 |
| Staff Sergeant | \$58,177.29 | \$59,458.37 |

Effective July 15, 1989, start rates for Constables 4th, 3rd and 2nd class are approximately \$20 per week less than the regular rate. (Previously, received regular rate.)

Service Pay: Deleted. Current recipients will continue to receive payment at the 1989 level for the balance of their employment. Eligible employees may choose between Service Pay or the new Senior Constable Classification pay which is 1.5% above 1st Class Constable.

Paid Vacation: Effective in employee's 26th year of service, 1 additional day is added for each year of service, through to the 29th year. Effective January 1, 1990, 4 weeks after 9 (10) years of service.

| | |
|----------------------------------|--|
| Bereavement Leave: | 3 days' paid leave upon death of common law spouse, stepmother, stepfather and stepchild (new). |
| Health and Welfare: | <u>Vision (new)</u> - Effective July 15, 1989, maximum claim is \$200 every 2 years. <u>Dental</u> - Effective January 1, 1990, 50%-50% co-insurance on orthodontic services with maximum lifetime claim of \$2,000 (\$1,500) per dependent child. |
| Clothing Allowance: | \$975 (\$950) per year for plain clothes. Effective January 1, 1990, \$1,000. Effective January 1, 1990, \$500 per year for casual clothes (new). |
| Paid Voluntary Duty Assignments: | \$27 (\$25) for constable, \$31 (\$29) for Sergeant and \$33 (\$31.50) for Staff Sergeant. Effective January 1, 1990, \$29, \$33 and \$36 respectively. |
| Paid Union Business Leave: | Employer contributes a maximum of 850 hours per year and each employee contributes 1 hour into a bank of time to be used for union business. (Previously, designated union members received various amounts of paid time off depending on duties performed.) |

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC) (inside and outside employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 268 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | | |
|---|-----------------------------|--|-------------------|-------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 4.5% | .35% | 5% |
| | Labourer-Permanent | \$11.93 (\$11.42) | \$11.97 | \$12.57 |
| | Garage Mechanic | \$13.69-\$14.50 (\$13.10-\$13.88) | \$13.74-\$14.55 | \$14.43-\$15.28 |
| <u>Annual Rates</u> | | | | |
| | General Clerk Grade 1 | \$19,497 (\$18,657) | \$19,565 | \$20,543 |
| | Senior Zoning Administrator | \$33,879-\$35,832 (\$32,420-\$34,289) | \$33,998-\$35,957 | \$35,698-\$37,755 |
| Maximum rates for Garage Mechanic and Senior Zoning Administrator are reached after 6 months. | | | | |

Bereavement Leave: 3 (1) days' paid leave upon death of grandchild.

Health and Welfare: Life Insurance and AD & D for Seasonal Employees - Benefit is \$6,000 (\$4,000).

Life Insurance for Retirees - Benefit is \$3,000 (\$2,000).

Vision - Effective January 1, 1990, maximum claim is \$200 (\$125) per person every 2 years.

Dental - Effective July 24, 1989, coverage is based on the 1989 (1988) ODA fee schedule. Effective July 1, 1990, the 1990 ODA fee schedule. Effective January 1, 1990, 50%-50% co-insurance for orthodontic services with a lifetime maximum claim of \$1,500 and total family lifetime maximum claim of \$3,000 (new).

Mileage Allowance: Effective July 24, 1989, 36.7¢ (36.5¢) per mile or 23¢ (22.8¢) per kilometre when using own car for corporation business on a casual basis, and 33.9¢ (33.7¢) per mile or 21¢ (20.8¢) per km. when using own car as a condition of employment, in addition to \$35 per month (unchanged). Effective January 1, 1990, rates are increased according to CAA formula.

Safety Shoe Allowance: Effective July 24, 1989, maximum \$75 (\$70) per year. Effective January 1, 1990, \$80.

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC) (full-time and part-time inside employees): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 230 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 8 months.

Wages: Effective: Jan. 1/89

General Increase 6.3%

Bi-Weekly Rates
36 1/4 hours per week

Salary Level 1 \$803.65
(includes Clerk "A") (\$756.02)

Senior Planner \$1,673.63-\$1,859.36
(\$1,574.44-\$1,749.16)

Maximum rate for Senior Planner is reached after 24 months.

Previous rates reflect 63¢-\$1.75 COLA folded into wages during the previous agreement.

Shift Premium: Effective July 31, 1989, 60¢ (57¢) per hour for all hours worked if 50% of scheduled hours fall between 4 p.m. and 8 a.m.

Paid Vacation: 6 weeks after 26 (28) years of service. Effective January 1, 1990, 4 weeks plus 3 days after 15 (16) years.

Health and Welfare: Life Insurance & AD & D - Effective August 1, 1989, benefit is 2 times basic annual salary to a maximum \$90,000 (\$80,000).

Life Insurance for Retirees (new) - Benefit is \$4,000.

LTD - Effective August 1, 1989, maximum benefit is \$1,800 (\$1,700) per month.

Vision - Effective August 1, 1989, maximum benefit is \$100 (\$85) per person every 2 years.

Dental - Effective August 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule.

Continuation of Benefits for Retirees (new) - Benefit coverage continues to age 65 for employees retiring with an unreduced pension after January 1, 1989.

Sick Leave
Gratuity: Employee hired on or after November 1, 1985, with 10, 15, or 20 years of continuous service upon termination, receives pay for 1/4, 3/8, or 1/2 of accumulated sick day credits respectively, to a maximum of 6 months (unchanged). Employees hired after March 31, 1992 will no longer be entitled to receive cash against accumulated sick leave credits.

Toronto City Corporation - Local 113, International Fire Fighters (AFL-CIO/CLC):

A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 |
|--------|---|------------------------|-----------|
| | General Increases | 7.0% | 7.0% |
| | <u>Annual Rates</u> | | |
| | Fire Fighter 4th Class (after 6 months) | \$33,604 (\$31,404) | \$35,957 |
| | Fire Fighter 1st Class | \$44,805 (\$41,872) | \$47,943 |
| | Fire Platoon Chief | \$69,448 (\$64,902) | \$74,312 |

Lump Sum
Payments: Long Service Pay - \$80 (\$75) per annum after 5 years of service, \$150 (\$140) per annum after 10 years of service, \$220 (\$205) per annum after 15 years, \$290 (\$270) per annum after 20 years, \$360 (\$335) per annum after 25 years, \$430 (\$400) after 30 years.

Paid Vacation: 6 weeks after 23 (24) years of service. Effective January 1, 1990, 4 weeks after 9 (10) years.

Leave of Absence
for family -
related
responsibilities
(new): 2 days per year allowed against accumulated sick leave credits to care for employee's spouse and/or children. Effective January 1, 1990, 3 days per year.

Health and
Welfare: Life Insurance - Benefit is \$80,000 (\$70,000). Effective January 1, 1990, benefit is two times salary with a minimum of \$80,000.

Vision - Effective August 1, 1989, maximum claim is \$160 (\$125) per person every 2 years. Effective January 1, 1990, \$175.

Dental - Effective August 1, 1989, 60%-40% (50%-50%) co-insurance for denture coverage.

Cleaning
Allowance: \$160 (\$150) per year. Effective January 1, 1990, \$175.

Mileage Allowance: 26¢ (20¢) per kilometre. Effective January 1, 1990, 32¢.

College Allowance: Effective June 1, 1989 \$35 (\$30) per week. Effective January 1, 1990, \$50.

Waterloo Regional Board of Commissioners of Police at Kitchener - Police Association (Ind.) (uniform police officers): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 487 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | |
|--------|---------------------|------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 1.9% |
| | Constable 3rd Class | \$34,559 (\$32,913) | \$35,215 |
| | Constable 1st Class | \$43,205 (\$41,148) | \$44,026 |
| | Staff Sergeant | \$53,255 (\$50,719) | \$54,267 |
| | Effective | <u>Jan. 1/90*</u> | <u>July 1/90</u> |
| | General Increases | 5% | 1.9% |
| | Constable 3rd Class | \$36,976 | \$37,678 |
| | Constable 1st Class | \$46,227 | \$47,106 |
| | Staff Sergeant | \$57,784 | \$58,882 |

* Effective January 1, 1990, Sergeant and Staff Sergeant's salaries are 112.5% and 125% of 1st Class Constable's rate respectively.

Shift Premium: \$325 (\$300) annually for making a 3-shift rotation and \$185 (\$175) for a 2-shift rotation. Effective in 1990, \$350 and \$200 respectively.

Overtime Pay: Double time (time and one-half) after 10 hours overtime.

Call-in Pay: Employee on annual leave receives double time with minimum 16 hours pay for 1st day, and time and one-half with minimum 12 hours pay for each consecutive day (new).

Court Attendance Leave: Employer pays off-duty employee 1 minute for each km travelled by car to a maximum of 8 hours for court attendance more than 60 km outside Regional Municipality of Waterloo boundaries (new).

Bereavement Leave: 1 day's paid leave upon death of aunt and uncle (new).

Health and Welfare: Continuation of Benefits for Retirees and Dependents - Effective July 1, 1989, employer pays 75% (50%) of premium costs for all health and welfare benefits. Effective January 1, 1990, 100%.

Meal Allowance: \$8.25 (\$7.75) after 3 hours of overtime out of Region duty or court attendance. Effective in 1990, \$8.75.

Clothing and Footwear Allowance: \$920 (\$873) per year for Plainclothes Division and \$270 (\$256) for Constables transferred to Plainclothes Division for a 3 month period. Effective in 1990, \$975 and \$285 respectively.

Addenda

April 1989 Settlements

TRANSPORTATION

Canadian Pacific Express and Transport Ltd., Canpar Division, system-wide - Transportation-Communications Union (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1989 to April 30, 1992, covering 900 Ontario employees, settled at the conciliation officer stage and ratified in April 1989. Duration of negotiations - 3 months.

| Wages: | Effective | <u>May 1/89</u> | <u>Nov. 1/89</u> | <u>May 1/90</u> |
|--------|---|---|---|--|
| | Increases | .225¢-.424¢ Warehouseman; .226¢-.449¢ for Driver | 45¢ for Driver Representative Representative | 5% for Warehouseman; 45¢ for Representative |
| | Warehouseman "B" (Casual Employee) 0-12 months | \$7.835-\$8.904 (\$7.610-\$8.480) | \$7.835-\$8.904 | \$8.227-\$9.349 |
| | Driver Representative 0-12 months* | \$12.096-\$13.569 (\$11.830-\$13.120) | \$12.546-\$14.019 | \$12.996-\$14.469 |
| | Effective | <u>Nov. 1/90</u> | <u>May 1/91</u> | <u>Nov. 1/91</u> |
| | Increases | 45¢ for Driver Representative | 5% for Warehouseman; 40¢ for Driver Representative | 40¢ for Driver Representative |
| | Warehouseman "B" | \$8.227-\$9.349 | \$8.638-\$9.816 | \$8.638-\$9.816 |
| | Driver Representative | \$13.446-\$14.919 | \$13.846-\$15.319 | \$14.246-\$15.719 |

* 0-18 months for employees hired on or after September 2, 1987.

COLA (new): 10¢ per 1% increase in the CPI - 1981=100, using the May 1989 index as the base. Triggered at 5%. Adjusted and paid annually as a lump sum beginning July, 1990.

Paid Vacation: 4 weeks after 10 (14) years of service.

COMMUNICATIONS

CHUM Limited, Toronto (Ont.), City TV, CHUM/City Productions Limited and Muchmusic Network Divisions at Toronto - Local 723, Broadcast Employees (CLC): A 24-month first agreement effective from April 1, 1989 to March 31, 1991, covering 265 employees, settled at the conciliation officer stage and ratified in April 1989. Duration of negotiations - 8 months.

| | | | |
|--------------------|---|--|-------------------|
| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> |
| | Average Increases | 10% | 5.5% |
| | Additional Adjustments | Restructuring of wage schedule and some classification adjustments | |
| | <u>Annual Minimum Rates</u> | | |
| | Group "A" (includes Labourer) | \$18,000-\$21,000 | \$19,200-\$22,200 |
| | Group "D" (includes Camera Operator) | \$22,992-\$31,992 | \$24,312-\$33,792 |
| | Group "I" (Technician IV) | \$36,000-\$51,000 | \$37,992-\$53,496 |
| | Maximum rates are reached after 36 months for Labourer, 60 months for Camera Operator and after 48 months for Technician IV. | | |
| Other Adjustments: | Employee in classification designated Junior receives transfer to the next highest classification within 2 years. | | |
| Hours of Work: | 80 hours within a 14-day period with a minimum 8 hours per day. | | |
| Overtime Pay: | Time and one-half for all hours worked in excess of the regular tour of duty, and an additional one-half times the basic hourly rate for all hours worked over 4 hours. | | |
| Call Back Pay: | Minimum 4 hours pay at time and one-half. | | |
| Paid Rest Periods: | Two 15 minute rest periods in a regular tour of duty. | | |
| Standby Pay: | ENG/EFP Camera Operators assigned to standby receive \$40 per day. | | |
| Paid Holidays: | New Year's Day, Good Friday, Canada Day, Victoria Day, Civic Holiday, Labour Day, Christmas Day, Boxing Day and Thanksgiving Day are recognized for a total of 9 days. Effective April 1, 1990, 1 floating day is added for a total of 10 days. | | |
| Paid Vacation: | 3 weeks after 1 year of service and 4 weeks after 8 years. | | |
| Bereavement Leave: | 5 days' paid leave upon death of spouse or child, and 3 days' for legal guardian, parent, brother, sister, mother-in-law, father-in-law, grandparent, brother-in-law, sister-in-law and common-law spouse. | | |

| | |
|------------------------------------|--|
| Paid Maternity/ Adoption Leave: | 95% of regular wages for the 2-week waiting period before the UIC benefit. Upon return to work employee receives 5% of regular salary for the 2-week waiting period. |
| Paid Paternity Leave: | Up to 3 days' paid leave for birth or adoption of a child less than 6 years of age. |
| Jury Duty/Crown Witness Leave: | Employee receives the difference between regular wages and fees received. |
| Health and Welfare: | <u>Employer Contribution</u> - Employer pays 100% of premium costs for employee benefit plan with coverage for Life Insurance and AD & D, Weekly Indemnity, LTD, OHIP, Medical and Dental benefits. <u>Continuation of Benefits</u> - Employer continues to pay premium costs for all benefits for employee on maternity/adoption leave for a maximum 17 weeks. |
| Pension Plan: | The Pension Plan in existence prior to this agreement continues. (No other details at this time.) |
| Meal Allowance: | \$7 for breakfast, \$10 for lunch, \$16 for dinner and \$8 for subsequent meals. |
| Overnight Allowance: | \$3 per hour to a maximum of \$43 per day or company policy whichever is greater. Employer pays for first class single accommodation as per CAA standards when available. |
| First Aid Allowance: | Employee with valid Industrial First Aid Certificate including CPR qualification receives \$30 per month, maximum 4 employees. |
| Education Allowance: | Employer pays 50% of cost of program. |
| Mileage Allowance: | 25¢ kilometer with minimum \$3 per day. |

EDUCATION AND RELATED SERVICES

University of Toronto Governing Council - Faculty Association (Ind.): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 3,500 employees, settled with mediation assistance and approved in April 1989. Duration of negotiations 4 months.

| Effective | <u>July 1/89</u> | <u>July 1/90</u> |
|-----------|------------------|------------------|
| Increases | 5.75% | 5%* |

Annual Rates

| | | |
|---------------------|--|-------------------|
| Assistant Professor | \$33,300-\$56,700 (\$31,500-\$53,600) | \$35,000-\$59,500 |
| Associate Professor | \$40,900-\$73,500 (\$38,700-\$69,500) | \$42,900-\$77,200 |
| Professor | \$54,600 (\$51,600) | \$57,300 |

* Conditional wage re-opener if the Toronto CPI increases by more than 6.5%, or less than 4%, from the July 1989 to the June 1990 index.

| | |
|-----------------------------|---|
| Progress-Through-The-Ranks: | 3% of base salary for Lecturers, Instructors and other academic staff, \$610-\$1,120 (\$585-\$1,070) above break point and \$1,375-\$1,960(\$1,175-\$1,865) below break point for Professors, Tutors and Librarians. |
| Research Leave: | Effective July 1, 1990, 82.5% (80%) of actual salary during leave of 12 months. |
| Female Salary Review (new): | \$200,000 allocated for adjustments on a pro-rated basis for eligible employees following study. |
| Health and Welfare: | <u>Life Insurance</u> - Effective July 1, 1990, maximum benefit is \$125,000 (\$90,000). <u>LTD</u> - Effective July 1, 1990, maximum \$90,000 (\$60,000) insurable earnings. <u>Major Medical</u> - Maximum payment per visit, and annual maximum discontinued for services provided by a licensed private hospital, registered clinical psychologist, qualified speech therapist or registered masseuse/masseur. (Previously, limit on payment per visit and annual maximum.) <u>Dental</u> - Coverage is based on the 1988 (1987) ODA fee schedule. Employer pays 80% of the premium costs for Rider #2 and #4, dentures and crowns and bridges respectively, with 80%-20% co-insurance and a maximum lifetime claim of \$1,500 (new). Effective July 1, 1990, the 1989 ODA fee schedule. |

May 1989 Settlements

HEALTH AND WELFARE SERVICES

Queen Elizabeth Hospital at Toronto - Local 1156, Canadian Union of Public Employees (CLC) (part-time employees): A 35-month first agreement effective from October 10, 1986 to September 28, 1989, covering 225 employees, settled at the post conciliation bargaining stage and ratified in May 1989. Duration of negotiations - 30 months.

| Wages: | Effective | <u>Sept. 29/87</u> | <u>Sept. 29/88</u> |
|------------------|-----------|----------------------|--------------------|
| General Increase | | 6% | 5% |
| Ward Aide | | \$10.44 (\$9.85) | \$10.96 |
| R.N.A. | | \$11.64 (\$10.98) | \$12.22 |
| Electrician | | \$14.17 (\$13.37) | \$14.88 |

Note: Wage rates shown do not include 14% in lieu of benefits.

Shift Premium: 45¢ for all hours worked between 3 p.m. and 7 a.m..

Hours of Work: 7 1/2 hours per day.

| | |
|-----------------------|--|
| Paid Rest Period: | Two 15-minute breaks in each half of the shift and an additional 15 minute break after 3 hours of overtime. |
| Overtime Pay: | Time and one-half after 7 1/2 hours per day or 75 hours in a two-week period. |
| Call back Pay: | Minimum payment is 3 hours' at time and one-half. |
| Reporting Pay: | Minimum 4 hours' pay for employees reporting for any scheduled shift. |
| Standby Pay: | \$2 per hour. |
| Vacation Pay: | 4% after less than 5,175 hours, 6% after 5,175 hours, 8% after 13,800 hours, 10% after 29,325 hours. |
| Bereavement Leave: | 3 days' paid leave upon death of spouse, child, parent, sister, brother, mother/father-in-law, legal guardian, grandchild, grandparent, and 1 day for brother/sister-in-law. |
| Jury Duty Leave: | Employee receives regular daily wages and reimburses employer payment received for court attendance as witness, juror or crown witness. |
| Paid Maternity Leave: | Maximum 15 weeks at the difference between 75% of wages and UIC benefit, paid after a 2-week waiting period. |
| Meal Allowance: | \$4 or a hot meal for employees who work a second consecutive hour or after 2 hours overtime. |

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police at Oakville - Police Association (Ind.) (uniformed and civilian employees): Two 24-month renewal agreements effective from January 1, 1989 to December 31, 1990, covering 456 employees, settled at the conciliation officer stage and ratified in May 1989. Duration of negotiations - 2 months.

| | | | |
|--------|------------------------|------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 1.98% |
| | <u>Annual Rates</u> | | |
| | Constable 4th Class | \$27,376.28 (\$26,072.65) | \$27,918.33 |
| | Constable 1st Class | \$43,057.17 (\$41,006.83) | \$43,909.70 |
| | Staff Sergeant | \$53,821.48 (\$51,258.55) | \$54,887.15 |
| | Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 5% | 1.925% |
| | <u>Annual Rates</u> | | |

| | | |
|--------------------------|--|-------------|
| Constable 4th Class | \$29,314.25 | \$29,878.55 |
| Constable 1st Class | \$46,105.19 | \$46,992.71 |
| Staff Sergeant | \$57,631.51 | \$58,740.92 |
| Service Pay: | Effective May 2, 1989, deleted. Employees who were eligible for \$75 Service Pay will continue to receive payment at the 1989 level for the balance of their employment. All employees who receive this benefit have a one-time option to receive fitness pay. | |
| Fitness Pay (new): | Effective May 2, 1989, new members will be eligible for \$85 for each 5 years of service, providing they meet the Canadian Fitness standards at least once during the year. | |
| Bereavement Leave: | 36 (24) hours paid leave upon death of immediate family member, for employees on a 12 hour shift. | |
| Paid Maternity Leave: | 2 weeks at 75% of weekly wage plus an additional 15 weeks at the difference between 75% of weekly wage and UIC benefit. | |
| Paid Vacation: | Employees retiring consistent with the terms of OMERS, regardless of the date of retirement within the year, will receive full annual vacation for the calendar year in which they retire (new). | |
| Health and Welfare: | <p><u>Dental</u> - Coverage continues to be based on the previous year's ODA fee schedule.</p> <p><u>Continuation of Benefits for Retirees</u> - Effective May 2, 1989, employer pays 100% (50%) of premium costs for OHIP and Major Medical to a maximum of \$1,200 (new). After age 60, for members who retire early with at least 30 years of service, employer pays 100% of premium costs (unchanged). Health and welfare benefit coverage and vacation credits continue for 17 weeks for employee on maternity leave (new).</p> | |
| Pension Plan: | <u>Survivor Benefit (new)</u> - Effective January 1, 1990, 90% of the employee's gross salary to a maximum of 5 years or when survivor remarries, whichever occurs first. | |
| Clothing Allowance: | \$875 (\$800) per year and \$3.37 (\$3.10) per day. Effective in 1990, \$950 and \$3.65. | |

June 1989 Settlements

CLOTHING

Levi Strauss and Co.(Canada) Inc., previously Great Northern Apparel Inc. at Brantford - Local 551, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1989 to August 1, 1992, covering 305 employees, settled at the bargaining stage and ratified June 1989. Duration of negotiations - 4 months.

| | | | | |
|--------|-----------|------------------|------------------|------------------|
| Wages: | Effective | <u>Aug. 1/89</u> | <u>Aug. 1/90</u> | <u>Aug. 1/91</u> |
| | Increases | | | |

| | | | |
|-----------------------|--------------------------|-----|-----|
| Hourly Employees | 40¢ | 40¢ | 40¢ |
| Incentive Employees | 34¢ | 34¢ | 34¢ |
| Additional Adjustment | 25¢ for Material Handler | | |

Hourly Employees

| | | | |
|---|----------------------------------|---------------|----------------|
| Group D (B) (Repair, Rescreen) | \$7.45-\$7.90 (\$7.05-\$7.50) | \$7.85-\$8.30 | \$8.25-\$8.70 |
| Group A* (includes Shipping/Receiving) | \$8.45-\$9.20 (\$8.05-\$8.80) | \$8.85-\$9.60 | \$9.30-\$10.00 |

* Group A Wash/Dry Operators are eligible for a 50¢ per hour Group Incentive Bonus.

Maximum rates are reached after 720 hours worked.

| | |
|----------------------------|--|
| Cross Training Incentives: | 60/50 for first operation, 65/50 for second operation, 70/50 for third operation based on piece work and quarterly average rates. |
| Shift Premium: | 0-35¢-45¢ (0-30¢-35¢). |
| Paid Holidays: | Effective January 1, 1990 one floating day is added to be taken on anniversary of date of hire, for a total 12 (11) days. |
| Paid Vacation: | 4 weeks after 11 (12) years of service, 5 weeks after 22 years and 6 weeks after 28 years (new). Effective August 1, 1990, 4 weeks after 10 (11) years of service and 5 weeks after 21 (22) years. |
| Vacation Pay: | Based on gross earnings or average hourly pay, whichever is greater (new). |
| Bereavement Leave: | 3 days' paid leave upon death of grandparent-in-law, son/daughter-in-law, adopted and step-children (new). |
| Paternity Leave (new): | 1 day's paid leave. |
| Health and Welfare: | <u>Life Insurance</u> - Benefit is \$9,000 (\$7,500). Effective August 1, 1990, \$11,000. Effective August 1, 1991, \$13,000. <u>Weekly Indemnity</u> - Benefit is 60% of earnings to a maximum of \$360 payable on the 6th (8th) day of illness. Effective August 1, 1990, 63% of earnings to the UIC maximum payable on 5th (6th) day of illness. Effective August 1, 1991, 65% of earnings to the UIC maximum payable on 4th (5th) day of illness. Benefit is payable after 360 hours (6 months). <u>Vision</u> - New family plan effective August 1, 1991, maximum \$100 every 2 years for eligible employees, spouses and dependants. |
| Pension Plan: | <u>Basic Benefit</u> - \$8 (\$5) per month per year of service. Effective August 1, 1990, \$10. Effective August 1, 1991, \$12. Employees may wish to contribute if they wish (new). |

CHEMICAL AND CHEMICAL PRODUCTS

Lever Brothers Limited, previously Lever Detergents Limited at Toronto - Local 132, Teamsters (AFL-CIO): A 36-month renewal agreement effective from March 15, 1989 to March 14, 1992, covering 309 employees, settled at the conciliation officer stage and ratified in June 1989. Duration of negotiations - 4 months.

| | | | | |
|--------|--|-----------------------------------|-------------------|-------------------|
| Wages: | Effective | <u>Mar. 15/89</u> | <u>Mar. 15/90</u> | <u>Mar. 15/91</u> |
| | General Increases | 6% | 5% | 5% |
| | Additional Adjustments | some classifications restructured | | |
| | Step 2 (includes Cleaner General Services) | \$14.595 (\$13.770) | \$15.325 | \$16.090 |
| | Step 13+ (includes Electronic Electrician/Instrument Mechanic) | \$20.195 (\$19.05) | \$21.205 | \$22.265 |

Lump Sum Payment: Effective March 15, 1990, \$1,500 for employees in classifications eligible to learn additional skills. \$750 for employees in classifications not eligible to learn additional skills.

Paid Holidays: 1 additional day is added for a total of 13 (12) days.

Vacation: 4 weeks after 9 (11) years of service.

Revlon Canada Inc. at Mississauga - Local 323 Canadian Paperworkers (CLC): A 36-month renewal agreement effective from March 7, 1989 to March 6, 1992, covering 200 employees, settled at the conciliation officer stage and ratified in June 1989. Duration of negotiations - 2 months.

| | | | |
|--------|---------------------------------|----------------------|----------------------------|
| Wages: | Effective | <u>Mar. 7/89</u> | <u>June 1/89</u> |
| | Average Increase | 84¢ | |
| | Additional Adjustments | | Restructuring of wage grid |
| | Grade F (Assembler) | \$7.41 (\$6.81) | \$7.60-\$7.85 |
| | Grade A-1 (includes Millwright) | \$15.12 (\$14.52) | \$15.35-\$15.85 |
| | Effective | <u>Mar. 7/90</u> | <u>Mar. 7/91</u> |
| | Average Increases | 40¢ | 35¢ |
| | Assembler | \$8.00-\$8.25 | \$8.35-\$8.55 |
| | Millwright | \$15.75-\$16.25 | \$16.10-\$16.60 |

Maximum rate for Assembler is reached after 6 months (1 year) and after 1 year for Millwright (unchanged).

Effective March 7, 1990 and March 7, 1991, 10¢ and 5¢ per hour respectively is reserved for pay equity adjustments if required.

Shift Premium: 0-30¢-40¢ (0-25¢-40¢). Effective March 7, 1990, 0-35¢-45¢.

Bereavement Leave: Effective March 7, 1990, 5 (3) days' paid leave upon death of immediate family member.

Health and Welfare: Life Insurance - Effective March 7, 1990, eligibility is 6 months (1 year) of service. Effective March 7, 1991, maximum benefit is \$25,000 (\$20,000).

AD & D (new) - Effective March 7, 1990, benefit is \$20,000. Effective March 7, 1991, \$25,000.

Major Medical - Effective March 7, 1990, eligibility reduced to 6 months (1 year) of service.

Dental (new) - Effective March 7, 1991, employer's contributions are \$6 for single coverage and \$13 for family coverage. Coverage will be based on the previous year's ODA fee schedule.

Meal Allowance (new): Effective June 5, 1989, March 7, 1990 and March 7, 1991, \$3.75, \$4 and \$4.25 respectively.

Safety Shoe Allowance: Maximum \$75 (\$70) per year. Effective March 7, 1990, \$80.

MISCELLANEOUS MANUFACTURING

Tarxien Company Limited at Ajax - Local 1090, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1989 to May 31, 1992, covering 216 employees, settled with mediation assistance and ratified in June, 1989. Duration of negotiations - 3 months.

| Wages: | Effective | <u>June 1/89</u> | <u>June 1/90</u> |
|------------------------|-------------------------------|--------------------------------------|------------------|
| General Increases | | 50¢ | 50¢ |
| Additional Adjustments | Some classifications upgraded | | |
| Machine Operator | | \$10.88-\$11.13 (\$10.38-\$10.63) | \$11.38-\$11.63 |
| Toolmaker | | \$15.50 (\$15.00) | \$16.00 |
| Effective | | <u>June 1/91</u> | |
| General Increase | | 30¢ | |
| Machine Operator | | \$11.68-\$11.93 | |
| Toolmaker | | \$16.30 | |

Maximum rate for Machine Operator is reached after 6-months.

Student Rate - \$9.68 (\$8) or Machine Operator's rate.
(Previously \$8.)

| | |
|--------------------------------|---|
| COLA (new): | 1¢ per 0.16 point increase in the CPI - 1981=100, using the May 1991 index as the base. Adjusted quarterly and folded in annually. |
| Shift Premium: | 0-45¢-50¢ (0-36¢-46¢). |
| Weekend Premium: | 55¢ per hour worked between midnight and noon (new) in addition to the \$2.50 per hour weekend premium. |
| Continuous Operations Premium: | 40 hours' pay for full 24-hour shift. (Previously, an additional \$2.50 per hour worked.) |
| Lead Hand Premium: | \$1 (35¢) per hour more than the highest rate in the group. |
| Call Back Pay: | Minimum 4 (3) hours' pay. |
| Paid Vacation: | 5 weeks after 20 years of service (new). |
| Bereavement Leave: | 3 days' paid leave upon death of grandchild, brother/sister-in-law (new). |
| Health and Welfare: | <u>Vision</u> - Maximum claim is \$120 (\$100) every 2 years. <u>Dental</u> - Coverage continues to be based on the previous year's ODA fee schedule. Effective June 1, 1990 coverage is extended to include caps, bridges and dentures with 50%-50% co-insurance. |
| Pension Plan: | <u>Employer Contribution</u> - 25¢ (20¢) per hour worked. Effective June 1, 1990, 30¢. Effective June 1, 1991, 35¢. |
| Safety Shoe Allowance: | Effective June 1, 1990, \$65 (\$60) per year. Effective June 1, 1991, \$70. |

CONSTRUCTION

Toronto and District Carpentry Contractors Association province-wide - Local 27, Carpenters (AFL-CIO) (residential high-rise construction): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 220 employees, settled at the conciliation officer stage and ratified in June 1989. Duration of negotiations - 3 months.

| Package: | Effective | <u>May 1/89</u> | <u>Nov. 1/89</u> | <u>May 1/90</u> |
|----------------------|-----------|----------------------|------------------|-----------------|
| General Increases | | \$1.50* | \$1.00 | \$1.50 |
| Journeyman Carpenter | | \$26.08 (\$24.63) | \$27.08 | \$28.58 |

* Includes 5¢ per hour to be diverted to apprenticeship fund.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Pension Fund: Effective November 1, 1989, employer contributes \$1.90 (\$1.70) per hour worked. Effective May 1, 1990, \$2.

Welfare Fund: Employer contributes \$1.25 (\$1.15) per hour worked. Effective May 1, 1990 \$1.28.

Parking Allowance (new): Effective May 1, 1990, \$3 per day or the rate specified by the Carpenters ICI collective agreement for OLRB Area 8 whichever is greater.

TRANSPORTATION

Via Rail Canada Inc., system-wide - Boilermakers, Sheet Metal Workers, Pipefitters, Machinists, Railway Carmen, and Electrical Workers (IBEW) (AFL-CIO/CFL) (Shopcraft employees)*: Four 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 415 Ontario employees, settled at the bargaining stage and was ratified in June, 1989. Duration of negotiations -8 months.

* Previously, with Canadian National Railways, shopcraft agreement.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 7/89</u> | <u>Jan. 5/90</u> |
|-------------------|-----------|------------------------|------------------|------------------|
| General Increases | | 3% | 2% | 2% |
| Coach Cleaner | | \$12.397 (\$11.839) | \$12.645 | \$12.898 |
| Mechanic | | \$16.102 (\$15.377) | \$16.424 | \$16.753 |
| | Effective | <u>June 22/90</u> | <u>Jan. 4/91</u> | |
| General Increases | | 2% | 4.5% | |
| Coach Cleaner | | \$13.156 | \$13.748 | |
| Mechanic | | \$17.088 | \$17.856 | |

Shift Premium: Effective July 1, 1989, 0-40¢-45¢ (0-35¢-40¢).

Paid Vacation: 5 weeks after 18 (19) years of service.

Health and Welfare: Life Insurance and AD & D - Benefit is \$22,000 (\$20,000).

Life Insurance for Retirees - Benefit is \$4,500 (\$4,000).

Weekly Indemnity - Maximum benefit is \$436 (\$412).

Vision - Maximum claim is \$150 (\$100) every 2 years.

Dental - Effective July 1, 1989, maximum annual claim for restorative services is \$1,200 (\$1,000) per person. Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Pension Indexing - To be implemented when ratified by each union.

Clock-Punch Allowance: Now rolled into wages. (Previously, employee received one minute's pay per hour as compensation for clocking in and out and performing related activities.)

Job Security/Relocation Allowance: The following changes are effective from July 1, 1989, unless otherwise indicated.

Incidental Expenses - \$650 (\$550).

Room and Board - \$160 (\$140) for single employee and \$65 (\$55) for each dependent, for meals and temporary living accommodation.

Allowance for Loss on Sale of Home - \$9,000 (\$7,000).

Commuting Allowance - \$150 (\$120) per month for up to 1 year.

Wheeled Home Relocation Cost - \$4,800 (\$4,400).

STORAGE

Lakehead Terminal Elevators Association (Cargill Limited, Manitoba Pool Elevators, Parrish and Heimbecker, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited) at Thunder Bay - Local 650, Transportation-Communications Union (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1988 to January 31, 1991, covering 1,500 employees, settled at the post conciliation bargaining stage and ratified in June 1989. Duration of negotiations - 18 months.

| Wages: | Effective | Feb. 1/88 | Feb. 1/89 | Aug. 1/90 |
|--------------------------------------|-----------|----------------------|-----------|-----------|
| General Increases | | 4% | 4% | 4% |
| Labour (Unit G) | | \$15.36 (\$14.77) | \$15.97 | \$16.61 |
| Electronic Technician (Unit B) | | \$16.70 (\$16.06) | \$17.37 | \$18.06 |

COLA: 1.3¢ per 0.1 point increase in the CPI - 1981=100, above 170.0 (143.0). Adjusted monthly. (Formula did not trigger.)

Shift Premium: 0-60¢-60¢ (0-55¢-55¢).

Paid Vacation: 5 weeks after 15 (16) years of service.

Health and Welfare: The following benefits are effective from January 1, 1989:

Life Insurance - Benefit is \$50,000 (\$40,000). Effective January 1, 1990, \$55,000.

Weekly Indemnity - Benefit is \$363 (\$325).

LTD - Maximum benefit is \$1,700 (\$1,500) per month after 8 (10) years of service. Effective January 1, 1990, after 7 years of service.

Continuation of Benefits - Employer will continue to pay health and welfare benefits for early retirees up to age 65 and for employees on lay-off after 13 (15) years of service. Effective February 1, 1990, after 12 years.

Pension Plan: Early Retirement - Employee aged 58 (60) with 30 years of service may retire with an unreduced pension.

Bridging Benefit - Employee aged 58 (62) with age plus years of service totalling 88 (90) will receive a supplemental benefit equal to the CPP maximum as of retirement date with CPP offsets to age 65. Employee aged 58 at the signing of this contract will have the option of having benefit calculated according to the 90 factor.

Meal Allowance: \$6 (\$5).

EDUCATION AND RELATED SERVICES

Brant County Roman Catholic Separate School Board at Brantford - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 270 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiation - 3 months.

| Wages: | Effective | Sept. 1/89 | Feb. 1/90 |
|--------|--|--|----------------------------|
| | General Increase | 5% | |
| | Additional Adjustments | 2.5% for Principal-Secondary | Restructuring of wage grid |
| | Teacher-Category D 0-7 (0-6) years* | \$19,301-\$26,857 (\$18,382-\$25,578) | \$19,301-\$28,117 |
| | Teacher-Category A1 0-11 years | \$25,745-\$43,363 (\$24,519-\$41,298) | \$25,745-\$43,363 |
| | Teacher-Category A4 0-12 (0-13) years* | \$30,999-\$55,272 (\$29,523-\$52,640) | \$30,999-\$55,272 |
| | Vice-Principal-Secondary 0-3 years | \$60,646-\$64,789 (\$56,444-\$61,704) | \$60,646-\$64,789 |
| | Principal-Secondary 0-3 years | \$68,306-\$72,449 (\$63,738-\$68,999) | \$68,306-\$72,449 |

* Effective February 1, 1990.

| | Effective | Sept. 1/90 | Feb. 1/91 |
|--|--------------------------------------|-------------------|----------------------------|
| | General Increases | 4% | 2% |
| | Additional Adjustments | | Restructuring of wage grid |
| | Teacher-Category D 0-8 (0-7) years** | \$20,073-\$29,242 | \$20,475-\$31,163 |

| | | |
|--|-------------------|-------------------|
| Teacher-Category A1 | \$26,775-\$45,097 | \$27,310-\$45,999 |
| Teacher-Category A4 0-11 (0-12) years** | \$32,239-\$57,483 | \$32,884-\$58,633 |
| Vice-Principal- Secondary | \$63,072-\$67,381 | \$64,333-\$68,729 |
| Principal-Secondary | \$71,038-\$75,347 | \$72,459-\$76,854 |

** Effective February 1, 1991.

Health and
Welfare:

Continuation of Benefits (new) - Employer continues to pay 100% of premium costs for health insurance for dependents in the event of death of employee.

Mileage
Allowance:

25.5¢ (24.75¢) per kilometre.

Carleton Board of Education at Nepean - Ontario Secondary School Teachers' Federation (Ind.)*: A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 1,200 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 2 months.

* Previously bargained with Association des Enseignants Franco-Ontariens, now part of Ottawa French Language School Board.

Wages:

Effective Sept. 1/89

Increases

5.325% for Teachers,
5.125% for Vice-Principals,
and 5.525% for Principals

Teacher-Group I
0-10 years \$29,368-\$46,324
(\$27,883-\$43,982)

Teacher-Group 4
0-10 years \$33,746-\$56,191
(\$32,040-\$53,350)

Vice-Principal
0-3 years \$63,383-\$67,059
(\$60,293-\$63,790)

Principal
0-3 years \$69,804-\$74,594
(\$66,149-\$70,688)

Responsibility,
War Service &
Graduate Degree
Allowance:

Increased by 5.325%.

Health and
Welfare:

Vision - Maximum claim is \$175 (\$150) every 2 years.

Dental - Maximum annual claim for major restorative services is \$1,200 (\$1,100). Coverage continues to be based on the previous year's ODA fee schedule.

Essex County Board of Education at Essex - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991 covering 500 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 5 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|--------|-------------------------------------|--|--------------------|
| | General Increases | 5% | 4.8% |
| | Teacher-Category D 0-4 years | \$21,535-\$28,840 (\$20,510-\$27,465) | \$22,570-\$30,225 |
| | Teacher-Category A1 0-10 years | \$26,745-\$45,655 (\$25,470-\$43,480) | \$28,030-\$47,845 |
| | Teacher-Category A4 0-10 years | \$31,570-\$55,680 (\$30,065-\$53,030) | \$33,085-\$58,355 |
| | <u>Principal</u> | | |
| | fewer than 18 teachers 0-5 years | \$57,340-\$64,645 (\$54,610-\$60,235) | |
| | 18 or more teachers 0-6 years | \$57,340-\$66,640 (\$54,610-\$62,895) | \$60,090-\$69,210* |

* Effective September 1, 1990, only one scale for Principal, 0-6 years.

Responsibility
Allowances and
Graduate Degree
Allowances: Increased in accordance with the general salary increases.

Essex County Roman Catholic Separate School Board at Essex - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 36-month renewal agreement effective from September 1, 1989 to August 31, 1992, covering 525 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 5 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|--------|--------------------------------|--|-------------------|
| | General Increases | 5.25% | 5% |
| | Teacher-Level D 0-6 years | \$20,747-\$29,914 (\$19,712-\$28,422) | \$21,784-\$31,410 |
| | Teacher-Level A1 0-10 years | \$27,238-\$43,779 (\$25,879-\$41,595) | \$28,600-\$45,968 |
| | Teacher-Level A4 | \$33,849-\$55,229 (\$32,161-\$52,474) | \$35,541-\$57,990 |

Principal

| | | |
|----------------|----------------------|----------|
| 0-299 students | \$64,469 (61,253) | \$67,692 |
|----------------|----------------------|----------|

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| 300 or more students | \$65,655 (\$62,380) | \$68,938 |
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| Effective | <u>Sept. 1/91</u> |
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| General Increase | 5% |
|------------------|----|

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|-----------------|-------------------|
| Teacher-Level D | \$22,873-\$32,981 |
|-----------------|-------------------|

| | |
|------------------|-------------------|
| Teacher-Level A1 | \$30,030-\$48,266 |
|------------------|-------------------|

| | |
|------------------|-------------------|
| Teacher-Level A4 | \$37,318-\$60,890 |
|------------------|-------------------|

Principal

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|----------------|----------|
| 0-299 students | \$71,077 |
|----------------|----------|

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|----------------------|----------|
| 300 or more students | \$72,385 |
|----------------------|----------|

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| Responsibility Allowances: | Increased by 5%. Effective September 1, 1990 increased by 5%. Effective September 1, 1991, increased by 5%. |
|----------------------------|---|

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| Related Experience Allowance: | \$339 (\$323). Effective September 1, 1990, \$356. Effective September 1, 1991, \$374. |
|-------------------------------|--|

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| Health and Welfare: | <u>LTD</u> - Effective September 1, 1991, maximum benefit is \$3,500 (\$3,000). |
|---------------------|---|

Grey County Board of Education of Markdale - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (elementary school teachers): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 562 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 4 months.

| | | |
|--------|-----------|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> |
|--------|-----------|-------------------|

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|------------------|----|
| General Increase | 5% |
|------------------|----|

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|-----------------------------------|--|
| Teacher-Category A1 0-10 years | \$25,846-\$44,536 (\$24,615-\$42,415) |
|-----------------------------------|--|

| | |
|-----------------------------------|--|
| Teacher-Category A4 0-12 years | \$29,568-\$55,965 (\$28,160-\$53,300) |
|-----------------------------------|--|

| | |
|---|------------------|
| Responsibility and Post Graduate Degree Allowances: | Increased by 5%. |
|---|------------------|

| | | |
|-------------------|-----------------------|---------|
| Added | Co-ordinator | \$8,892 |
| Responsibility | Consultant | \$5,905 |
| Allowances (new): | Special Assignment | \$3,878 |
| | Teacher | |
| | School Group Resource | \$3,000 |
| | Teacher | |

| | |
|--------------------------|---|
| Paid Maternity Leave: | Employer pays 50% of weekly rate or UIC benefit whichever is greater for the 2-week waiting period. (Previously, the UIC benefit.) |
| Inclement weather (new): | Employee receives full salary when unable to reach own school or any school within the board's jurisdiction in the event of inclement weather. |
| Health and Welfare: | <u>Life Insurance</u> - Employer pays 80% (75%) of premium costs. <u>OHIP</u> - Employer pays 80% (75%) of premium costs. <u>Dental</u> - Employer pays 60% (50%) of premium costs. |
| Education Allowance: | Tuition reimbursement not to exceed that of Ontario educational institutions. (Previously, \$300). \$60 per week living allowance and up to a maximum of \$150 for travel, for employee taking courses while living away from home (new). |

Halton Roman Catholic Separate School Board at Burlington - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 725 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 2 months.

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|--------|-------------------------------------|--|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Feb. 1/90</u> |
| | Increases | 4.8%-10.3% | 0-1.7% |
| | Teacher-Level D 0-5 years | \$19,724-\$27,682 (\$18,821-\$26,414) | \$19,724-\$27,682 |
| | Teacher-Level A1 0-10 years | \$28,231-\$43,938 (\$26,278-\$41,926) | \$28,231-\$44,298 |
| | Teacher-Level A4 0-12 years | \$32,370-\$55,901 (\$30,887-\$53,341) | \$32,370-\$56,286 |
| | Principal/Co-ordinator 0-4 years | \$62,500-\$69,598 (\$56,683-\$64,971) | \$62,500-\$69,598 |

Effective Sept. 1/90

Increase *

* Increase to equal the percentage increase in the CPI between 1989 and July 1990.

| | | | |
|----------------------------|-----------------------|-------------------|-------------------|
| Responsibility Allowances: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | Principal's Designate | \$347 (\$331) | \$347 |
| | Extra Degree | \$582 (\$529) | \$582 |

| | | |
|-------------------------------|----------------------|---------|
| Principal's Expense | \$525 (\$500) | \$550 |
| Vice-Principal and Consultant | \$4,807 (\$4,368) | \$4,807 |

Bereavement Leave: 4 (3) days' paid leave upon death of immediate family member.

Health and Welfare: OHIP - Employer pays 100% (95%) of the premium costs.

Dental - Employer pays 100% (95%) of the premium costs.

Continuation of Benefits - Employer pays 100% of the premium costs for OHIP for employee on 17 weeks maternity leave. Effective September 1, 1990, employer pays 100% of the premium costs for Major Medical. (Previously, employee paid.)

Paid Preparation and Planning Time: 140 (100) minutes per week. Effective September 1, 1990, 160 minutes.

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,200 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 5 months.

| | | | |
|--------|---|--|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> |
| | Increases | 3.5% | 2.5%-3.3% |
| | Teacher-Category D 0-10 (0-9) years* | \$21,805-\$28,893 (\$21,068-\$27,316) | \$22,350-\$29,615 |
| | Teacher-Category A1 0-11 years | \$25,757-\$43,654 (\$24,886-\$42,178) | \$26,401-\$44,745 |
| | Teachers-Category A4 0-11 years | \$30,914-\$55,062 (\$29,869-\$53,200) | \$31,687-\$56,439 |
| | Principal/Co-ordinator 0-4 years | \$63,548-\$66,509 (\$61,399-\$64,260) | \$65,637-\$68,672 |

Effective Sept. 1/90
Increase 5.5% for Teachers and
6.4% for Principal/Co-ordinator

| | |
|-------------------------------------|-------------------|
| Teacher-Category D* | \$23,579-\$31,844 |
| Teacher-Category A1 | \$27,853-\$47,206 |
| Teacher-Category A4 | \$33,430-\$59,543 |
| Principal/Co-ordinator 0-4 years | \$69,847-\$73,049 |

* Effective September 1989, 0-10 years for Teacher-Category D.
Effective September 1, 1990, 0-11 years.

| Responsibility Allowances: | Effective | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> | <u>Sept. 1/90</u> |
|-------------------------------------|--|-------------------------|----------------------|-------------------|
| | Vice-Principal's Staff Assistant | \$4,658 (\$4,500) | \$4,775 | \$5,500 |
| | Consultant | \$4,140 (\$4,000) | \$4,244 | \$4,477 |
| | Special Education/ Teacher Librarian | \$1,061 (\$1,025) | \$1,088 | \$1,148 |
| | Principal's Designate | \$15 per day (\$12) | \$15 | \$20 |
| | Elementary Principal Intern/ Assistant to Principal | \$1,656 (\$1,600) | \$1,697 | \$1,790 |
| Post Graduate Allowance: | \$675 (\$650) per year. | | | |
| Continuing Education Allowances: | Effective | <u>July 1/89</u> | <u>July 1/90</u> | <u>July 1/91</u> |
| | Teacher excluding St. Charles Centre | \$22 per hour (\$20) | \$24 | |
| | Principal Salaries 1st year | | \$2,000 (\$1,638) | \$2,200 |
| | Subsequent years | | \$2,100 (\$1,950) | \$2,300 |
| Health and Welfare: | <u>Life Insurance</u> - Maximum benefit is \$80,000 (\$70,000). Effective September 1, 1990, \$90,000. | | | |
| | <u>Vision</u> - Maximum claim is \$160 (\$80) every 2 years. | | | |
| Paid Preparation and Planning Time: | 180 (150) minutes per week for full-time teacher, pro-rated for part-time. Effective September 1, 1990, 200 minutes. | | | |
| Education Allowance: | Effective September 1, 1990, maximum \$2,500 (\$2,000) per school year for the purpose of upgrading qualifications for teacher category C and D. | | | |
| Mileage Allowance: | 26¢ (25¢) per kilometre. Effective September 1, 1990, 27¢. | | | |

Lakehead District Roman Catholic Separate School Board at Thunder Bay - Ontario
English Catholic Teachers' Association and Association des
Enseignants Franco-Ontariens (Ind.) (elementary school teachers):
 A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 500 employees, settled with mediation assistance and ratified in June 1989. Duration of negotiations - 5 months.

| | | |
|-------------------------------|--|--|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 4.7% |
| | Teacher-Level D 0-7 years | \$22,355-\$30,724 (\$21,352-\$29,345) |
| | Teacher-Level A1 0-10 years | \$27,096-\$43,364 (\$25,880-\$41,418) |
| | Teacher-Level A4 0-11 years | \$33,116-\$55,451 (\$31,630-\$52,962) |
| | Principal 0-4 years | \$62,734 (\$59,918) |
| | <u>Summer School Principal Salary (new)</u> - \$4,350 including vacation. | |
| Responsibility Allowances: | Increased by 4.7%. | |
| Designated Teacher Allowance: | \$500 (\$370) per year. | |
| Health and Welfare: | <u>Life Insurance</u> - Benefit is 1½ times annual salary to a maximum of \$80,000 (\$75,000), rounded to the nearest \$1,000. | |
| | <u>Continuation of Benefits</u> - Employer continues to pay its portion of premium costs for health and welfare benefits for a maximum of 17 weeks for employee on maternity/adoption leave (new). | |

Lennox and Addington County Board of Education at Napanee - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 258 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 5 months.

| | | | |
|--------|-----------------------------------|--|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Mar. 1/90</u> |
| | General Increases | 5% | .66% |
| | Teacher-Category D 0-6 years | \$20,300-\$27,918 (\$19,333-\$26,588) | \$20,434-\$28,102 |
| | Teacher Category A1 0-11 years | \$25,509-\$43,808 (\$24,294-\$41,723) | \$25,677-\$44,097 |
| | Teacher Category A4 0-11 years | \$30,804-\$55,021 (\$29,337-\$52,400) | \$31,007-\$55,385 |
| | Effective | <u>Sept. 1/90</u> | |
| | General Increase | 5.2% | |
| | Teacher-Category D | \$21,497-\$29,563 | |

Teacher-Category A1 \$27,012-\$46,390

Teacher-Category A4 \$32,619-\$58,265

Lincoln County Board of Education at St. Catharines - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective September 1, 1989 to August 31, 1991, covering 845 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 2 months.

| Wages: | Effective | Sept. 1/89 | Feb. 1/90 |
|-------------------------------|-----------|--|-------------------|
| General Increases | | 5.4% | .19% |
| Teacher-Level 1 0-6 years | | \$20,624-\$29,477 (\$19,567-\$27,967) | \$20,663-\$29,533 |
| Teacher-Level 4 0-10 years | | \$26,531-\$44,451 (\$25,172-\$42,174) | \$26,582-\$44,536 |
| Teacher-Level 7 0-11 years | | \$31,915-\$56,094 (\$30,280-\$53,220) | \$31,976-\$56,200 |
| | Effective | Sept. 1/90 | Feb. 1/91 |
| General Increases | | 5.3% | .19% |
| Teacher-Level 1 0-6 years | | \$21,758-\$31,098 | \$21,799-\$31,157 |
| Teacher-Level 4 0-10 years | | \$27,991-\$46,896 | \$28,044-\$46,985 |
| Teacher-Level 7 0-11 years | | \$33,670-\$59,179 | \$33,735-\$59,291 |

Responsibility Allowances: Increased in accordance with the general salary increases.

Leave of Absence for Religious Holiday: 2 (1) days' paid leave to observe religious holy day.

Paid Paternity Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Health and Welfare: Vision - Effective September 1, 1990, maximum claim is \$200 (\$175) per person every 2 years.

London and Middlesex County Roman Catholic Separate School Board at London - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 850 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 3 1/2 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> |
|-----------------------------------|--|--|-------------------|
| General Increases | | 2.5% | 2.6% |
| COLA Fold-in | | 1.2% | |
| Teacher-Category D 2-8 years | | \$22,331-\$29,998 (\$21,528-\$28,920) | \$22,911-30,777 |
| Teacher-Category A1 0-10 years | | \$24,521-\$41,602 (\$23,640-\$40,107) | \$25,157-\$42,682 |
| Teacher-Category A4 0-10 years | | \$29,779-\$54,739 (\$28,709-\$52,772) | \$30,552-\$56,160 |
| Responsibility Allowances: | Principal, Elementary - 19% of Teacher-Category A4 maximum. | | |
| | Principal, Secondary - 29% of Teacher-Category A4 maximum. | | |
| | Vice-Principal, Elementary and Secondary - 50% (45%) of Elementary and Secondary Principal's allowance. | | |
| | Co-ordinator - 19% of Teacher-Category A4 maximum. | | |
| COLA: | 1% per 1% increase in the average CPI for the Ontario Regional Cities from April 1989 to April 1990. Triggered at 6% (4%) and calculated for up to 7% (5%); and 0.5% (unchanged) per 1% increase in the average CPI for the Ontario Regional Cities from 7% (5%) to a cap of 8%. Pro-rated according to the number of months taught in the preceding school year and capped at 1.5% (2.5%) of employees' basic annual salary in effect on June 15, 1990. Payable in June 1990 and folded into the grid in effect during 1990-91. | | |
| Health and Welfare: | <u>Vision (new)</u> - Employer pays 85% of premium costs. Maximum claim is \$125 per person every 2 years. | | |

Metropolitan Separate School Board at Toronto - Ontario Catholic Occasional Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 750 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 1 month.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|---------|-----------|---------------------------------------|---|
| General | | 5.7% for qualified Teacher only | 6% for qualified Teacher and 4% for unqualified Teacher |

Daily Rates*

Qualified
Casual Occational Teacher

| | | |
|-------------------------------------|--|-------------------|
| Teacher without Degree 0-3 steps | \$97.43-\$100.23 (\$92.18-\$94.83) | \$103.28-\$106.08 |
| Teacher with Degree 0-3 steps | \$121.78-\$124.58 (\$115.21-\$117.86) | \$129.09-\$131.88 |

* Daily rates exclude 3% holiday pay and 4% vacation pay.

A qualified Teacher is a Teacher with the Ontario Teacher's Certificate, letter of standing, or temporary certificate as a Teacher of French to English - speaking pupils in elementary schools.

Lump Sum Bonus: \$5' for each full day in a casual assignment in excess of 50 days, plus 3% of basic bonus for holiday pay and 4% for vacation pay. Payable in July.

Reporting Pay: 1 full day's pay if assignment was for 1 full day or one-half day's pay if assignment was for one-half day, for employee reporting for work when no assignment is available. (Previously, one-half day's pay.)

Renfrew County Board of Education at Pembroke - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 360 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 6 months.

| | | |
|--------|---------------------|---------------------|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 5.1% |
| | Teacher-Category I | \$23,520-\$44,691 |
| | 0-11 years | (\$22,379-\$42,522) |
| | Teacher-Category IV | \$30,580-\$55,272 |
| | 0-12 years | (\$29,096-\$52,590) |
| | Vice Principal | \$60,224-\$65,857 |
| | 0-3 years | (\$57,302-\$62,661) |
| | Principal | \$68,048-\$73,301 |
| | 0-3 years | (\$64,746-\$69,744) |

Responsibility, Increased in accordance with general salary increases.
Elementary School
Teaching
Experience,
Related
Experience Pay
and Extra Degree
Allowances:

Health and Life Insurance - Benefit is \$200,000 (\$150,000). Employer pays
Welfare: 90% (80%) of premium costs for first \$50,000 coverage.

Dental - Coverage is based on the 1988 (1987) ODA fee schedule.
Employer pays 70% (60%) of premium costs.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 704 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Feb. 1/90</u> | <u>Sept. 1/90</u> |
|-------------------------------|-----------|---|--|---|
| General Increases | | 3.5% for Teachers; 4% for Principals and Vice-Principals | 3.0% for Teachers; 3.25% for Principals and 2.75% for Vice-Principals | 5.5% for Teachers; 6.5% for Principals and Vice-Principals |
| Teacher-Group 1 0-10 years | | \$25,499-\$42,109 (\$24,637-\$40,687) | \$26,264-\$43,374 | \$27,709-\$45,759 |
| Teacher-Group 4 0-12 years | | \$29,832-\$54,708 (\$28,823-\$52,859) | \$30,727-\$56,347 | \$32,417-\$59,441 |
| <u>Vice Principal</u> | | | | |
| 0-3 years | | | | |
| 'A' School | | \$59,890-\$63,160 (\$57,587-\$60,731) | \$61,537-\$64,897 | \$65,537-\$69,116 |
| 'AA' School | | \$60,979-\$64,249 (\$58,634-\$61,778) | \$62,656-\$66,016 | \$66,729-\$70,308 |
| <u>Principal</u> | | | | |
| 0-3 years | | | | |
| 'A' School | | \$65,191-\$68,461 (\$62,684-\$65,828) | \$67,310-\$70,685 | \$71,685-\$75,279 |
| 'AA' School | | \$68,530-\$71,800 (\$65,894-\$69,038) | \$70,757-\$74,132 | \$75,356-\$78,950 |

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Vision - Maximum claim is \$150 (\$100) per person every 2 years.

Dental - Coverage is based on the 1988 (1987) ODA fee schedule. Effective September 1, 1990, the 1989 ODA fee schedule

Sudbury District Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 432 employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|------------------------|-----------|---|-------------------|
| General Increases | | 4% | 4.75% |
| Additional Adjustments | | Adjustments to Teacher-Category D, C and A4 rates prior to general increase | |

| | | |
|--|--|-------------------|
| Teacher-Category D 0-10 (0-9) years. Effective Sept. 1/90, 0-11 years | \$20,288-\$33,277 (\$19,507-\$30,124) | \$21,251-\$36,218 |
| Teacher-Category A1 0-11 years | \$24,957-\$42,641 (\$23,997-\$41,000) | \$26,143-\$44,666 |
| Teacher-Category A4 0-11 years | \$30,117-\$55,102 (\$28,958-\$51,451) | \$31,548-\$57,719 |

Responsibility Allowances: Increased in accordance with general salary increases, except for Principal and Vice-Principal which is based on unit size.
(Previously, on classroom size.)

HEALTH AND WELFARE SERVICES

Peel Memorial Hospital at Brampton - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees):
Two 24-month renewal agreements effective from October 1, 1988 to September 30, 1990, covering 240 employees, settled at the post-conciliation bargaining stage and ratified in June 1989. Duration of negotiations - 8 months.

| | | | |
|--------------------------|--|--|-------------------|
| Wages: | Effective | <u>Oct. 1/88</u> | <u>Oct. 1/89</u> |
| | General Increases | 60¢ | 55¢ |
| | Level 1 (Includes File Clerk) | \$10.055-\$10.504 (\$9.455-\$9.904) | \$10.605-\$11.054 |
| | Level 8 (Health Records Coder) | \$11.807-\$13.220 (\$11.207-\$12.620) | \$12.357-\$13.770 |
| | Maximum rate is reached after 2 years (unchanged) for Level 1 and after 3 (4) years for Levels 6 to 8. | | |
| Paid Holidays: | Effective June 1989, 1 day is added for a total of 12 (11) days. | | |
| Paid Vacation: | 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new). | | |
| Paid Adoption Leave: | Maximum 15 weeks at the difference between 75% of wages and the UI benefit, paid after a 2-week waiting period. (Previously, leave of absence without pay to a maximum of 6 months.) | | |
| Health and Welfare: | <u>Benefit Coverage - Part-time Employees</u> - Effective November 1, 1989 employee may select the same coverage as full-time employee, paying premiums commensurate with coverage selected. (Previously, cost sharing of premiums was based on the number of hours worked and pro-rated accordingly.) | | |
| Mileage Allowance (new): | 35¢ per mile to a maximum of \$14 per day, for employees working outside regular hours. | | |
| Safety Shoe Allowance: | \$35 (\$30) per year. | | |

Uniform Allowance: \$60 (\$50) per year.

London City Corporation, Dr. John Dearness Home for Elder Citizens - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from January 1, 1989 to December 31, 1990, covering 261 employees, settled at the post conciliation bargaining stage and ratified in June 1989. Duration of negotiations - 7 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|--------------|--------------------------------------|-------------------------------------|
| | Increases | 4.5% with a minimum 53¢ per hour | 4.5% with a minimum 53¢ per hour |
| | Dietary Aide | \$10.60-\$11.12 (\$10.07-\$10.59) | \$11.13-\$11.65 |
| | R.N.A. | \$11.92-\$12.54 (\$11.39-\$12.00) | \$12.45-\$13.10 |
| | Electrician | \$13.99-\$14.66 (\$13.39-\$14.03) | \$14.62-\$15.32 |

Maximum rates are reached after two 6-month increases.

Shift Premium: Effective June 25, 1989, 0-50¢-50¢ (0-45¢-45¢).

Paid Holidays: 1 additional day is added for a total of 12 (11) days.

Bereavement Leave: Up to 3 (2) days' paid leave upon death of mother/father-in-law.

Call in Pay: Effective June 25, 1989, 3 (2) hours' pay at regular over time rate.

Standby pay: \$1.75 (\$1.50) per hour. Effective January 1, 1990, \$2.

Paid Vacation: Effective January 1, 1990, 4 weeks after 9 (10) years of service and 6 weeks after 25 (27) years.

Health and Welfare: Life Insurance - Effective January 1, 1990, benefit is \$30,000 (\$20,000).

Vision - Effective July 1, 1989, maximum claim is \$100 (unchanged) every 2 (3) years.

Meal Allowance: Effective June 25, 1989, \$4.75 (\$4.50). Effective January 1, 1990, \$5.

Uniform Allowance: Effective July 1, 1989, \$9.50 (\$9) per month.

Education Allowance: Employer pays 100% (80%) of tuition fees.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Mutuel Department, Thoroughbred Operations, province-wide - Local 528, Service Employees International (AFL-CIO/CLC): A 36-month renewal agreement effective January 1, 1989 to December 31, 1991, covering 250 employees, settled with mediation assistance and ratified in June 1989. Duration of negotiations - 7 months.

| Wages: | Effective | <u>June 28/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
|--|-----------|-------------------|------------------|------------------|
| Increases: Per Day Seniority Employees | | \$5.50 | \$5.75 | \$6.00 |
| Non-Seniority Employees | | \$1.50 | \$1.50 | \$1.75 |
| Additional Adjustment Per Day for Messenger Bettor | | \$2 | \$2 | \$2 |

Toronto Daily Rates

Seniority List Employees

| | | | |
|-------------------|----------------------|---------|----------|
| Messenger Bettor | \$77.02 (\$69.52) | \$84.77 | \$92.77 |
| Terminal Operator | \$92.60 (\$87.10) | \$98.35 | \$104.35 |

Health and Welfare (Seniority and Non-Seniority Employees (new)): Life Insurance - Effective January 1, 1990, benefit is \$20,000 (\$15,000).

Vision (new) - Effective January 1, 1991, maximum claim is \$200 per person every 2 years for a change in lens prescription.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1990 and 1991, the 1990 and 1991 ODA fee schedules respectively, subject to maximum rates of no greater than 5% (4%) over the previous year's rates. Effective January 1, 1991 maximum annual claim is \$1,500 (\$1,000) per family member.

LOCAL ADMINISTRATION

London City Board of Commissioners of Police - Police Association (Ind.) (police officers): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 330 employees settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
|---------------------|-----------|--|-------------------|
| General Increases | | 4.5% | 2.75% |
| <u>Annual Rates</u> | | | |
| Cadet 0-2 years | | \$17,714-\$20,733 (\$16,951-\$19,840) | \$18,201-\$21,303 |
| 1st Class Constable | | \$42,726 (\$40,886) | \$43,901 |

| | | |
|-----------------------------|--|-------------------|
| Superintendent 0-2 years | \$63,630-\$67,231 (\$60,890-\$64,336) | \$65,380-\$69,080 |
| Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| General Increases | 4.5% | 2.23% |
| Cadet | \$19,020-\$22,262 | \$19,444-\$22,758 |
| Constable | \$45,877 | \$46,900 |
| Superintendent 0-2 years | \$68,322-\$72,189 | \$69,846-\$73,799 |

Paid Vacation: Effective January 1, 1990, 5 weeks after 17 (18) years of service and 6 weeks after 24 (25) years.

Bereavement Leave: 3 (2) days' paid leave upon death of mother/father-in-law or grandchild.

Health and Welfare: Major Medical - \$50,000 (\$35,000) lifetime maximum for out of Canada coverage.

The following changes are effective January 1, 1990 unless otherwise stated.

Hearing - Effective October 1, 1989, \$300 (\$200) every 2 years.

Vision - \$120 (\$100) every 3 years.

Drug Plan - Coverage is based on Green Shield Plan # 7 (previously, basic coverage) with \$1.50 (\$1) deductible.

Dental - Employer pays 90% (80%) of premium costs and coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits (new) - Surviving spouse of employee with a minimum 15 years of service will receive full health and welfare benefit coverage to age 65.

Per Diem Allowances: Effective July 2, 1989; \$6.50 (\$5.50) for breakfast, \$7.50 (\$6.50) for lunch and \$12 (\$11) for dinner, when required to work outside of employee's jurisdiction and outside of regular schedule.

Clothing Allowance: \$850 (\$800) per year for regular employee working in plainclothes capacity, and \$625 (\$575) for senior officers.

Canine Allowance: Effective December 1, 1989, \$50 (\$40) per month.

Training Course Allowance: Travel - Effective July 2, 1989, \$11 (\$5) per week for each week of full attendance at a training course.

Training - Effective September 1, 1989, \$25 (\$15) per week for each week of attendance.

Mileage - Effective October 1, 1989, 25¢ (21¢) per km to a maximum of 400 km, 20¢ (18¢) per km for the next 400 km and 13¢ (unchanged) per km for each additional km over 800, when required to use personal car.

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Ontario

**ONTARIO MINISTRY OF LABOUR
TORONTO**

**COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
AUGUST 1989**



**OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR**

**HON. GERRY PHILLIPS
MINISTER**

**GEORGE THOMSON
DEPUTY MINISTER**

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. For further information, please call Ron Casey-Nestor at 965-6886.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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HIGHLIGHTS

Ontario Government

A settlement affecting 16,190 employees in the office administration group, the largest bargaining unit in the Ontario government, was ratified in August. The 12-month agreement increases salaries by 4.528% plus 20¢ per hour, retroactive to January 1, 1989. The impact of the settlement on the base classification, Operator 2, Microfilm, was a 6.5% salary increase. The salary of the highest paid classification, Supreme Court Reporter 1, increased 5.6%. Additional adjustments, non-compounded, of 1% for Court Reporter 1-3, and 1.5% for Data Processing Technicians 1-7, were also negotiated.

Police Civilians

Three 24-month renewal agreements covering a total of 1,813 police civilians were ratified in August. Each of the agreements provides a 7% wage increase retroactive to January 1, 1989 and a further 7% increase in January, 1990 in addition to some classification adjustments in each year.

Other terms of settlement included increases to the shift and weekend premiums; continuation of benefit coverage for employees on Long Term Disability; improved benefit coverage for employees on maternity or adoption leave; and a new travel allowance provision.

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MINES

Placer Dome Inc. Detour Lake Mine, previously Campbell Red Lake Mines Limited at Timmins - Local 9171, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 16, 1989 to August 15, 1992, covering 226 employees, settled with mediation assistance. Duration of negotiations - 2 months.

| | | | | |
|------------------------------|---|-------------------|----------------------|-------------------|
| Wages: | Effective | <u>Aug. 16/89</u> | <u>Aug. 16/90</u> | <u>Aug. 16/91</u> |
| | General Increases | 5.5% | 5% | 5% |
| | Labourer | \$13.55 | \$14.23 (\$12.84) | \$14.94 |
| | Licensed Machinist | \$18.42 | \$19.34 (\$17.46) | \$20.31 |
| Probationary period: | 600 (720) hours in the case of 12 hour shifts and 500 (650) hours in the case of 10.5 hour shifts. | | | |
| Sunday Premium: | Effective August 22, 1989, 50¢ per hour. | | | |
| Paid Vacation: | 14 days at 8% after 10 (15) years of service. | | | |
| Health and Welfare: | <u>Weekly Indemnity</u> - Effective August 22, 1989, benefit is \$350 (\$300). Effective September 1, 1989, payable on a 1/1/5/52 (1/1/7/52) basis. Effective August 16, 1991, \$375. | | | |
| | <u>Vision</u> - Maximum claim is \$100 (\$70) per family member every 2 years. | | | |
| | <u>Dental</u> - Effective August 22, 1989, coverage is based on 1988 (1985) ODA fee schedule. Effective August 16, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively. | | | |
| Pension Plan: | <u>Basic Benefit</u> - Effective August 22, 1989, \$11 (\$9) per month per year of future service. Effective August 16, 1990, \$13. Effective August 16, 1991, \$15. | | | |
| Safety Prescription Glasses: | Effective August 22, 1989, employer pays 100% of cost or \$45 per year whichever is less. | | | |
| Tool Allowance: | \$2.30 (\$2.25) per shift worked for Group 'A' employees and \$1.30 (\$1.25) for Group 'B' including Lubeman and Electrical Apprentice (new). | | | |
| Contracting Out: | The company will attempt to minimize the amount of work to be contracted out during the term of this agreement. (new) | | | |

FOOD AND BEVERAGE

Galco Food Products Limited at Brampton - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1989 to May 31, 1991, covering 270 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>June 1/89</u> | <u>June 1/90</u> |
|---------------------------|---|----------------------|------------------|
| General Increases | | 40¢ | 40¢ |
| COLA fold-in | | 32¢ | |
| Additional Adjustments | Freezer Shipper, Meat Shoveller and Roll Stuffers now Grade 2 (1) | | |
| Grade 1 | | \$10.60 (\$9.88) | \$11.00 |
| Grade 10 (Electrician) | | \$17.25 (\$16.53) | \$17.65 |
| COLA: | 1¢ per 0.35 point change in the CPI - 1981=100, using the June 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.) | | |
| Shift Premium: | 0-40¢-55¢ (0-35¢-50¢). Effective June 1, 1990, 0-40¢-60¢. | | |
| Paid Vacation: | 5 weeks after 19 (20) years of service. | | |
| Health and Welfare: | <u>Life Insurance</u> - Benefit is \$25,000 (\$20,000). Effective June 1, 1990, \$30,000. | | |
| Pension Plan: | <u>Employer Contribution</u> - 22¢ (20¢) per hour worked to the union fund. Effective June 1, 1990 and January 1, 1991, 25¢ and 27¢ respectively. | | |

W. & H. Voortman Limited at Burlington - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 2, 1989 to June 1, 1992, covering 300 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| Wages: | Effective | <u>June 2/89</u> | <u>June 2/90</u> | <u>June 2/91</u> |
|----------------------------|---|----------------------|------------------|------------------|
| General Increases | | 5% | 5% | 4.75% |
| Class D Packer | | \$9.91 (\$9.44) | \$10.41 | \$10.90 |
| Maintenance Electrician | | \$15.76 (\$15.01) | \$16.55 | \$17.34 |
| Shift Premium: | 0-42¢-58¢ (0-40¢-53¢). Effective June 2, 1990 and June 2, 1991, 0-44¢-60¢ and 0-46¢-62¢ respectively. | | | |
| Paid Vacation: | 4 weeks after 13 (14) years of service. Effective June 2, 1990, 4 weeks after 12 years. | | | |
| Health and Welfare: | <u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. | | | |

Central Negotiating Committee: 5 (4) days' paid leave per year to attend meetings.

Safety Shoe Allowance: Effective June 2, 1990, \$75 (\$70) per year.

WOOD

Premdor Inc. at Toronto - Local 27*, Carpenters (AFL-CIO): A 24-month renewal agreement effective from July 23, 1989 to July 22, 1991, covering 475 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previously Local 2679.

| Wages: | Effective | <u>July 23/89</u> | <u>Dec. 23/89</u> |
|--------|---|-------------------|-----------------------|
| | General Increase | 80¢ | |
| | Additional Adjustments | | 30¢ for Grade 5 and 6 |
| | Grade 6 (General Labour) | \$8.35 (\$7.55) | \$8.65 |
| | Grade 1 (Certified Trades or equivalent experience) | \$12.85 (\$12.05) | \$12.85 |
| | Effective | <u>July 23/90</u> | <u>Jan.23/91</u> |
| | General Increases | 45¢ | 45¢ |
| | Grade 6 | \$9.10 | \$9.55 |
| | Grade 1 | \$13.30 | \$13.75 |

Shift Premium: 0-60¢-60¢ (0-50¢-50¢). Effective July 23, 1990, 0-70¢-70¢.

Bereavement Leave: Up to 3 days' paid leave upon death of grandparent or grandchild (new).

Paid Holidays: Christmas Eve is added for a total of 11 (10 1/2) days.

Paid Vacation: 4 weeks after 13 (15) years of service. 5 weeks after 25 years (new). Effective July 23, 1990, 4 weeks after 12 years of service.

Health and Welfare: Life Insurance and AD & D - Effective September 1, 1989, benefit is \$9,000 (\$8,000). Effective July 23, 1990, \$10,000.

Weekly Indemnity (new) - Effective September 1, 1989, employer pays 100% of premium costs, benefit is 60% of wages to the UIC maximum payable on a 1-8-15 basis.

Major Medical - Effective July 23, 1990, deductibles are \$15 (\$25) for single coverage and \$30 (\$50) for family coverage.

Vision - Maximum claim is \$150 (\$140) every 2 years. Effective July 23, 1990, \$160.

Dental - Effective September 1, 1989, employer pays 60% (50%) of premium costs. Coverage is based on the 1989 (1987) ODA fee schedule. Effective July 23, 1990, employer pays 66 2/3% of premium costs.

Pension Plan (new): Employer Contribution - Effective July 23, 1990, employer contributes 20¢ per hour worked per employee electing to contribute 10¢ per hour worked. Eligibility is 2 years of service.

Safety Shoe Allowance: \$45 (\$40) per year.

Drivers Allowance: Mileage - 26¢ (23¢) per mile for "D" Driver and 27¢ (24¢) for "A" Driver. Effective July 23, 1990, 28¢ and 29¢ respectively.

Drops - \$4.64 (\$4.34).

Lifts (Regular) - 85¢ (72¢).

Job Site Lifts - \$1.96 (\$1.66).

Standby Rates - \$6.50 (\$6.00). Effective July 23, 1990, \$6.75.

Robert Hunt Corporation at London - Local 3054, Carpenters (AFL-CIO): A 34 1/2-month renewal agreement effective from August 16, 1989*, to June 30, 1992, covering 427 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previous agreement expired June 30, 1989.

| Wages: | Effective | <u>Aug. 16/89</u> | <u>July 1/90</u> | <u>July 1/91</u> |
|--------|---|----------------------------------|------------------|------------------|
| | Increases | Average 60¢ | 65¢ | 75¢ |
| | Additional Adjustments | Major restructuring of wage grid | | |
| | Skilled Trades Adjustments | 36¢ | 35¢ | 29¢ |
| | Grades 3-6 (includes Labourer) 0-30 months and over | \$9.60-\$12.55 (\$10.70) | \$10.25-\$13.20 | \$11.00-\$13.95 |
| | Journeyman Millwright (certified) | \$16.71 (\$15.75) | \$17.71 | \$18.75 |

Shift Premium: Effective August 16, 1989, 55¢ (45¢). Effective July 1, 1990 and 1991, 60¢ and 65¢ respectively.

Paid Holidays: December 27 is added for a total of 11 (10) days.

Bereavement Leave: 3 days' paid leave upon death of common-law spouse or child (new).

Health and Welfare: Dental - Effective September 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective September 1, 1990 and 1991, on the 1989 and 1990 ODA fee schedules respectively.

Pension Plan: Employer Contribution - Effective January 1, 1990, 15¢ (10¢) per hour worked to a Group Registered Retirement Savings Plan. Effective January 1, 1991 and 1992, 20¢ and 30¢ per hour respectively.

Safety Shoe Allowance: Effective August 16, 1989, \$40 (\$35) per calendar year. Effective July 1, 1990 and 1991, \$45 and \$55 respectively.

FURNITURE AND FIXTURE

Ontario Store Fixtures Inc., Steel Division at Toronto - Local 5338, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 17, 1989 to July 16, 1991, covering 265 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

| Wages: | Effective | <u>July 17/89</u> | <u>July 17/90</u> |
|---------------------------|-----------|----------------------|-------------------|
| General Increases | | 6% | 6% |
| Van driver | | \$10.39 (\$9.80) | \$11.01 |
| Light Fixture Electrician | | \$13.85 (\$13.07) | \$14.68 |

Lead Hand Premium: 50¢ (35¢) per hour for Lead Hands.

Paid Vacation: Effective July 1, 1990, 4 weeks after 11 (12) years of service.

Health and Welfare: Weekly Indemnity - Effective August 1, 1989, payable on 1-1-6-26 (1-6-26) basis.

Pension Plan (new): Basic Plan - Effective January 1, 1990, employer contributes 10¢ per hour worked to a maximum of 1,800 regular hours per calendar year per employee, for past and future service. Effective July 7, 1990, 20¢ per hour. Effective January 17, 1991, 30¢.

Mileage Allowance: 24¢ per kilometre (25¢ per mile).

Education Leave: Maximum 15 days' paid leave per contract year for up to 3 employees attending seminars, classes or training programmes (new).

PAPER AND ALLIED

Paperboard Industries Corporation, Somerville Packaging Division, Toronto Packaging Division at Toronto - Local 36, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | |
|--------|-------------------|----------------------|-----------------|
| Wages: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | General Increases | 80¢ | 5.5% |
| | Carton Sorter | \$13.30 (\$12.50) | \$14.03 |
| | Al Electrician | \$16.29 (\$15.49) | \$17.19 |
| | Group Pressman | \$22.64 (\$21.84) | \$23.89 |

Shift Premium: Effective May 1, 1990, 0-75¢-90¢ (0-70¢-85¢).

Bereavement Leave: Up to 5 (4) days' paid leave upon death of spouse or child.

Health and Welfare: Life Insurance and AD & D - Effective May 1, 1990, benefit is \$27,500 (\$25,000).

Weekly Indemnity - Effective September 1, 1989, maximum benefit is \$315 (\$295). Day surgery now considered as hospitalization (new).

Vision - Effective September 1, 1989, maximum claim is \$80 (\$75) every 2 years. Effective May 1, 1990, \$90.

Major Medical - Maximum benefit is \$10,000 for private duty nursing (new).

Dental - Effective September 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective May 1, 1990, the 1989 ODA fee schedule and major restorative coverage is added on a 50%-50% co-insurance basis (new).

Pension Plan: Basic Benefit - Future Retirees \$22 (\$20) per month per year of service. Effective May 1, 1990, \$24.

Early Retirement Bridging Supplement - \$13 (\$12) per month per year of service to a maximum \$390 (\$360). Effective May 1, 1990, \$14, maximum \$420.

Safety Shoe Allowance: Effective August 13, 1989, \$45 (\$40) per calendar year.

TRANSPORTATION

Canadian National Railway Company, system-wide - Machinists, Railway Carmen, Plumbers, Boilermakers, Sheet Metal Workers and Electrical Workers (IBEW) (AFL-CIO/CLC and CFL) (shopcraft employees): Six 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 1,288 Ontario employees, settled at the conciliation commissioner stage. Duration of negotiations - 10 months.

| | | | | |
|------------------------|--|------------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
| | General Increases | 4.5% | 4% | 4.5% |
| | Coach Cleaner (Railway Carmen) | \$12.431 (\$11.895) | \$12.928 | \$13.510 |
| | Helper (Machinists) | \$13.387 (\$12.811) | \$13.922 | \$14.548 |
| | Layoutman (Machinists and Railway Carmen) | \$16.445 (\$15.737) | \$17.103 | \$17.873 |
| Shift Premium: | 0-40¢-45¢ (0-35¢-40¢). | | | |
| Paid Vacation: | Effective January 1, 1991, 4 weeks after 9 (10) calendar years of service. | | | |
| Maternity Leave: | Supplements to UIC benefits will be increased on the same dates and to the same levels as weekly indemnity benefits. | | | |
| Bereavement Leave: | 3 days' paid leave upon death of grandparent (new). | | | |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Effective January 1, 1990, benefit is \$22,000 (\$20,000). | | | |
| | <u>Life Insurance for Retirees</u> - Effective January 1, 1991, benefit is \$5,000 (\$4,000). | | | |
| | <u>Weekly Indemnity</u> - Effective September 1, 1989, maximum benefit is \$390 (\$370). Effective January 1, 1990, \$410. Effective January 1, 1991, \$425 or UIC maximum whichever is greater. | | | |
| | <u>Major Medical</u> - Effective January 1, 1990, maximum lifetime claim is \$32,000 (\$30,000). | | | |
| | <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule in each contract year. Maximum annual claim for restorative services is \$1,000 (\$900) per person. | | | |
| | <u>Hearing</u> - Effective September 1, 1989, maximum claim is \$250 (\$200) every 5 consecutive years. | | | |

Job Security/
Relocation
Allowances:

The following changes are effective from September 1, 1989 unless otherwise stated.

Incidental Expenses - \$625 (\$600). Effective January 1, 1990, \$650.

Room and Board - \$165 (\$150) for single employee and \$65 (\$60) for each dependent for meals and temporary living accommodation.

Commuting Allowance - \$135 (\$130) per month for up to 1 year. Effective January 1, 1990 and 1991, \$140 and \$145 respectively.

Wheeled Home Relocation Cost - Effective January 1, 1990, \$5,000 (\$4,600).

Pension Plan:

Pension Indexing (new) - Effective January 1, 1990, guaranteed minimum indexing of \$9 per month for eligible retiree or \$4.50 per month for surviving spouse. Effective January 1, 1991 pension benefit will be adjusted annually by no more than 50% of the annual increase in the CPI - 1981=100. Triggered at 3% and capped at 6%. Effective January 1, 1991, maximum \$1,000 per month of CN pension benefits will be indexed. Effective January 1, 1992 and 1993 respectively maximum \$1,250 and \$1,500. Effective January 1, 1991, eligibility is age 65 and/or in receipt of benefits for 5 years as of January 1, 1990, for retirees, surviving spouse and disability pensioners.

Disability Pension - Effective January 1, 1989, eligibility is 14 (15) years of pensionable service. Effective January 1, 1990 and 1991, 12 and 10 years respectively.

ELECTRIC POWER, GAS AND WATER UTILITIES

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CFL) (outside employees): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:

| Effective | Apr. 1/89 | Aug. 11/89 | Apr. 1/90 |
|----------------------------------|--------------------------------------|-----------------|-----------------|
| General Increases | 5% | 5¢ | 5.25% |
| <u>Hydro and Water Divisions</u> | | | |
| Labourer | \$13.54-\$14.72 (\$12.89-\$14.02) | \$13.59-\$14.77 | \$14.30-\$15.55 |
| Maintenance Class A | \$19.48 (\$18.55) | \$19.53 | \$20.56 |
| Service Installation/ Repair | \$19.97 (\$19.02) | \$20.02 | \$21.07 |

Weekend Premium: Effective August 11, 1989, \$1.50 (\$1.25) per hour worked.

| | |
|---|---|
| Health and Welfare: | <u>Dental</u> - Effective September 1, 1989 employer pays 50% of the premium costs for dependents over age 21 (new). Effective January 1, 1990, maximum annual claim for caps and crowns is \$1,000, with 50%-50% co-insurance (new). |
| Clothing and Safety Shoe Allowance (new): | Effective August 11, 1989, \$100 per year for all employees except Meter Reader (new). |
| Safety Shoe Allowance: | Effective August 11, 1989, \$65 (\$55) per year for Meter Reader. Effective April 1, 1990, \$70. |

EDUCATION AND RELATED SERVICES

Niagara South Board of Education at Welland - Local 260, Ontario Public Service Employees (NUPGE) (CLC) (office and clerical employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 400 employees, settled with mediation assistance. Duration of negotiations - 7 months.

| | | | |
|---------------------|---|---|---|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan/ 1/90</u> |
| | Increases | \$24 per week for full-time employees*, 6% for Noon Hour Supervisor and Driver | 5.5% for Levels A1-A7, 6% for Levels A8-A10 and Noon Hour Supervisor and Bus Driver; 5% for Supply Teacher/Dispatcher |
| | Additional Adjustments | Restructuring of wage grid to 10 (11) levels, adjustment to Supply Teacher/Dispatcher Rates | |
| <u>Weekly Rates</u> | | | |
| | Level A1 (includes Mail Clerk) 0-3 years | \$290-\$339 (\$266-\$315) | \$305.95-\$357.65 |
| | Level A4 (includes Secretary 3 0-4 years | \$339-\$410 (\$315-\$386) | \$357.65-\$432.55 |
| | Level A10 (includes Buyer) 0-5 years | \$564-\$669 (\$540-\$645) | \$597.84-\$709.14 |
| | Effective | <u>Sept. 1/90</u> | |
| | Increase | 2% for Levels A1 to A7 | |
| | Level A1 | \$312.07-\$364.80 | |

Level A4 \$364.80-\$441.20

Level A10 \$597.84-\$709.14

* Pro-rated for part-time employees.

Health and Welfare: Vision - Effective July 1, 1989, maximum claim is \$150 (\$120) every 2 years.

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC)
(trades, services and maintenance employees): A 12-month renewal agreement effective from May 1, 1989 to April 30, 1990, covering 360 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | |
|--------|----------------------|----------------------|
| Wages: | Effective | <u>May 1/89</u> |
| | General Increase | 6.5% |
| | Building Custodian 1 | \$11.07 (\$10.39) |
| | Electrician | \$16.07 (\$15.09) |

Health and Welfare: Dental - Coverage is based on the 1987 (1986) ODA fee schedule. 60%-40% (50%-50%) co-insurance for restorative services.

Continuation of Benefits - Employer pays 50% (70%) of premium costs for dental coverage for retirees.

Safety Shoe Allowance: \$35 (\$30) every 6 months.

York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC)
(maintenance, services and plant operations employees): A 28-month renewal agreement effective from May 1, 1989 to August 31, 1991, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

| | | | |
|-------|---------------------------|--|----------------------|
| Wage: | Effective | <u>May 1/89</u> | <u>Jan. 1/90</u> |
| | Increases | 7.25% or 86¢ whichever is greater | |
| | Additional Adjustments | Plumber and Electrician reclassified to Trades IV (III) | |
| | Pay Equity Adjustments | | 52¢ for Cleaner I |
| | Cleaner I (days) | \$11.06 (\$10.20) | \$11.58 |

| | | |
|-------------------------------------|--|--------------------------------------|
| Trades IV (includes Electrician) | \$19.49 (\$18.17) | \$19.49 |
| Effective | <u>May 1/90</u> | <u>May 1/91</u> |
| Increases | 6.25% or 80¢ whichever is greater* | 2% or 27¢ whichever is greater |
| Pay Equity Adjustments | 52¢ for Cleaner I | |
| Cleaner I (days) | \$12.90 | \$13.17 |
| Trades IV (includes Electrician) | \$20.71 | \$21.12 |

* If the increase in the Toronto CPI from the March 1989 to the March 1990 index exceeds 6.6%, the May 1, 1990 wages will be further increased by half of the percentage increase over 6.6%.

Paid Vacation: 5 weeks after 20 years of service (new).

Citizenship
Hearing Leave
(new): 1 day's paid leave to attend hearing.

Graduation Leave
(new): 1/2 day's paid leave per employee to attend convocation ceremony of child attending York University.

Paternity/
Adoption Leave
(new): Maximum 5 days' paid leave per year.

Health and
Welfare: Dental - Effective September 1, 1989, coverage is based on current (1987) ODA fee schedule.

Meal Allowance: Effective September 1, 1989, \$6 (\$5).

Safety Shoe
Allowance: Effective September 1, 1989, \$60 (\$50) per year.

HEALTH AND WELFARE SERVICES

Mount Sinai Hospital* and Baycrest Centre and Jewish Home for the Aged at Toronto - Local 204, Service Employees International (AFL-CIO/CLC): Two 12-month renewal agreements effective from October 1, 1988 to September 30, 1989, covering 304 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 11 months.

* Previously bargained with North York General Hospital, Toronto East General and Orthopaedic Hospital and Sunnybrook Medical Centre.

Wages: Effective Oct. 1/88

General Increase 60¢

Mount Sinai

Group I \$9.82-\$10.77
(Includes File Clerk) (\$9.22-\$10.17)

Group VII \$12.64-\$13.78
(Dispatcher) (\$12.04-\$13.18)

Baycrest Centre

Level 1 \$9.86-\$10.60
(includes Clerk 1) (\$9.26-\$10.00)

Level 8 \$12.14-\$13.24
(Senior Bookkeeper) (\$11.54-\$12.64)

Maximum rates are reached after 3 years.

Paid Holidays: One floating day is added for a total of 12 (11) days.

Paid Vacation: Effective in 1990, 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new).

Standby Pay: \$2.10 (\$1.40) per hour.

Health and Welfare: Life Insurance - Effective August 1, 1989, employer pays 100% (90%) of premium costs.

LTD - Benefit is payable for a maximum of 24 (18) months.

Continuation of Benefits - Effective August 1, 1989, employer continues to share premium costs for all health and welfare benefits during the 17-week maternity/adoption leave and employee's seniority will continue to accumulate (new).

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC) (full time and part-time social workers, child care workers and other employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 250 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages: Effective Jan. 1/89 Jan. 1/90 Jan. 1/91

Average 4% 4% 5%
Increases

| | | | |
|---------------------------|--|--|---|
| Additional Adjustments | Major restructuring of wage schedule and average 1% to job evaluation plan (new) | Major restructuring of wage schedule and average 1% to job evaluation plan | Major restructuring of wage schedule |
|---------------------------|--|--|---|

Annual Rates

Child and Youth Worker 40 hours per week \$21,325-\$33,450 (\$20,130-\$25,260) \$21,750-\$34,300 \$23,635-\$36,015

Health Specialist/ Nurse 35 hours per week \$31,725-\$43,125 (\$30,475-\$37,780) \$32,800-\$43,770 \$34,440-\$45,960

Maximum rates are reached on merit.

Shift Premium: 30¢ (20¢) per hour for child care workers.

Call-in Pay (After Hour Service Workers): Weekdays Maximum - \$80 (\$62.85) for first call, \$40 (\$35.80) for second call and \$20 (new) for third call. Effective January 1, 1990, \$98, \$50 and \$30 respectively. Effective January 1, 1991, \$103, \$52.50 and \$31.50.

Weekends - Maximum \$80 (\$62.85) for first and second call and \$20 for third and fourth call (new). Effective January 1, 1990, \$98 and \$30 respectively. Effective January 1, 1991, \$103 for first call, \$52.50 for second call and \$31.50 for third and fourth calls.

Paid Leave of Absence (new): Effective August 16, 1989, 5 days' paid leave per year for family-related emergencies.

Health and Welfare: Continuation of Benefits - Employer continues to share premium costs for all health and welfare benefits for 1 year (6 months), for employee on maternity/adoption leave.

Pay for Meetings: Effective January 1, 1990, \$8 (\$7.50) per hour for After Hours Service Worker attending meetings when not on call. Effective January 1, 1991, \$8.50.

Car Insurance: Effective June 1, 1989, \$11 (\$9) per month subsidy for employee using own car for work-related business. Effective January 1, 1990 and 1991, \$12 and \$14 respectively.

Mileage Allowance: 29¢ (27¢) per km up to 4,000, 24.5¢ (22¢) per km up to 10,700, 21¢ (18¢) per km up to 24,000, 17.5¢ (15.5¢) per km over 24,000.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 14-month renewal agreement effective from July 1, 1989 to August 31, 1990, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Sep. 1/89

General Increase 5% rounded to the nearest \$100

Annual Rates

| | |
|--|--|
| Range T2 (includes Design Detailer 2) | \$17,800-\$25,900 (\$16,900-\$24,700) |
|--|--|

| | |
|---|--|
| Range T7 (includes Research Development Technologist 7) | \$45,700-\$51,200 (\$43,500-\$48,800) |
|---|--|

Maximum rates are reached on merit.

Lump Sum Settlement Payment: \$300 per employee in lieu of retroactivity.

Shift Premium: 0-\$3.40-\$4.05 (0-\$3.25-\$3.90), an additional \$4.40 (\$4.25) per full scheduled shift worked on Saturday and \$11 (\$10.60) on Sunday.

Meal Allowance: \$10 for employees working overtime at an off-site location (new).

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Atomic Energy Allied Council (CRNL) of Several Unions (AFL-CIO/CLC and CFL): A 14-month renewal agreement effective from April 1, 1989 to May 31, 1990, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

| | | |
|--------|------------------------|--|
| Wages: | Effective | <u>Sept. 10/89</u> |
| | General Increase | 5% |
| | Additional Adjustments | Major restructuring of wage schedule to 12 (11) job classes, 55¢ per hour for employees on continuous rotating shift for a minimum of 6 months |

| | |
|--|------------------------------|
| Group 2 (includes Tool Crib Operator) | \$11.98-\$12.10 (\$11.41) |
|--|------------------------------|

| | |
|--|------------------------------|
| Group 11 (includes Electrical Maintainer) | \$17.44-\$17.62 (\$16.49) |
|--|------------------------------|

| | |
|---|--------------------------|
| Group 12 (includes Control Maintainer) (new) | \$17.69-\$17.87 (new) |
|---|--------------------------|

Maximum rates are reached after 6 months.

Lump Sum Payment: \$625 per employee in lieu of retroactivity except those on LTD. Pro-rated for employee hired between April 1, 1989 and August 31, 1989. Overtime retroactivity equals 5% of overtime earnings between April 1, 1989 and September 9, 1989.

| | |
|------------------------------|---|
| Shift Premium: | 0-42¢-51¢ (0-40¢-49¢), an additional 54¢ (52¢) per hour for regularly scheduled work on Saturday and \$1.28 (\$1.23) per hour on Sunday. |
| Hours of Work: | <u>Modified work schedule</u> - Changes in commencement and departure times will not exceed 2 hours (new). |
| Paid Maternity (new): | 2 weeks at UIC rate, plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit. |
| Paid Leave of Absence (new): | Regular straight time hourly rate for employee attending a meeting, convention, conference, exhibition or training course to deliver a paper or assemble, operate or act as an attendant to a company exhibit. |
| Paid Personal Leave: | One day's paid leave per year for personal business, may be accumulated for a maximum of 10 days (previously no maximum stated). Paid out at rate of pay in effect at termination or retirement (new). |
| Paid Sick Leave: | 5 (6) days cumulative per year, may be used in 1/2 hour increments for medical and dental appointments (previously limited to 8 hours). |
| Meal Allowance: | \$10 for employees working overtime at an off-site location (new). |
| Job Security: | Employment Equity target group members will be protected such that a layoff will not result in reduction of the percentage representation in the classification(s) involved (new). Employer will endeavour to offer alternative employment, if for medical reasons employee is no longer able to perform duties. |

Brink's Canada Limited at Hamilton, Kitchener, London, Sarnia, Sault Ste Marie, St. Catharines, Sudbury and Windsor - Locals 141, 879, 880 and 938 Teamsters (AFL-CIO) (full-time and part-time employees): A 21 1/2-month renewal agreement effective from August 11*, 1989 to May 24, 1991, covering 300 employees, settled with mediation assistance. Duration of negotiations - 5 months.

* Previous agreement expired May 24, 1989.

| | | | |
|--------|----------------------------|---|--|
| Wages: | Effective | <u>May 29/89</u> | <u>May 29/90</u> |
| | Increases | 3.3%-10.6% for full-time employees and 3%-9.8% for part-time employees | 3.6%-5% for full-time employees and 4.4%-4.8% for part-time employees |
| | Additional Adjustments | Certain classification adjustments | |
| | <u>Full-time Employees</u> | | |
| | ATM | \$10.00 | \$10.50 |
| | Technician II | (\$9.04) | |

| | | |
|-----------|----------------------|---------|
| Driver | \$13.80 (\$13.36) | \$14.30 |
| Messenger | \$13.95 (\$13.50) | \$14.45 |

| | |
|---------------------|--|
| Health and Welfare: | Employer pays \$145 (\$117) per month per employee to a health and welfare plan administered by the union. |
|---------------------|--|

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office administration group): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 16,190 employees, settled with mediation assistance. Duration of negotiations - 8 months.

| | | |
|--------|---------------------------|---|
| Wages: | Effective | <u>Jan. 1/89</u> |
| | General Increase | 4.528% plus 20¢ per hour |
| | Additional Adjustments | 1% non-compounded for Court Reporter 1-3 1.5% non-compounded for Data Processing Technicians 1-7 |

Weekly Rates

36.25 hours per week

| | |
|--------------------------|--|
| Operator 2, Microfilm | \$393.35-\$429.91 (\$369.37-\$404.35) |
| Supreme Court Reporter 1 | \$718.29-\$833.89 (\$680.24-\$790.83) |

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Etobicoke City Corporation - Local 185 Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from
January 1, 1989 to December 31, 1990, covering 650 employees,
settled at the conciliation officer stage. Duration of
negotiations - 6 1/2 months.

| | | | | |
|--------|------------------------|-----------------------|--------------------------------|-----------|
| Wages: | Effective | Jan. 1/89 | Sep. 1/89 | Jan. 1/90 |
| | General Increases | 6.9% | | 6.7% |
| | Additional Adjustments | Certain upgrading and | 25¢ for Auto reclassifications | Mechanic |

| | | | |
|--|----------------------|---------|---------|
| Wage Group 1 (includes Labourer) | \$13.65 (\$12.77) | \$13.65 | \$14.56 |
| Wage Group 16 (includes Auto Mechanic) | \$17.66 (\$16.52) | \$17.91 | \$19.11 |

- Shift Premium: Effective September 1, 1989, 49¢ (46¢) per hour for regularly scheduled work between 1 p.m. and 5 a.m. Monday through Friday and 98¢ (92¢) on a Saturday or Sunday. Effective January 1, 1990, 52¢ and \$1.04 respectively.
- Call back Pay: Minimum 2 hours' pay at time and one-half the regular straight time hourly rate. (Previously, 3 hours at regular straight time hourly rate.)
- Standby Pay: Minimum 2 hours' pay at time and one-half the regular straight time hourly rate. (Previously, 2 hours' pay at regular straight time hourly rate.)
- Paid Vacation: Effective July 1, 1990, 6 weeks after 23 (24) years of service.
- Health and Welfare: Vision - Effective September 1, 1989, maximum claim is \$175 (\$100) for adults every 2 years, and \$100 (\$50) every year for children.
Hearing - Effective September 1, 1989, maximum claim is \$400 (\$300) every 5 years.
Dental - Effective September 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1990, the 1989 ODA fee schedule.
Continuation of benefits - Effective January 1, 1990, employer pays 75% (50%) of premium costs for major medical and vision coverage for early retirees and LTD recipients to age 65 or a maximum 5 years.
- Tool Allowance: \$140 (\$110) for Carpenters, \$190 (\$130) for Mechanics. Effective January 1, 1990, \$160 and \$210 respectively.

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)
(Unit A - clerical employees; Unit B - technical and garage employees; Unit C - parking enforcement officers, cadets and matrons): Three 24-month renewal agreements effective from January 1, 1989 to December 31, 1990, covering 1,813 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

| | | | |
|--------|------------------------|--|---------------------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 3/89</u> |
| | General Increase | 7% | |
| | Additional Adjustments | some classification adjustments and minor restructuring of wage schedule | some classification adjustments |

Annual Rates

Unit A

35 hours per week

| | | |
|---------------------------------|--|-------------------|
| Class 4 (includes Clerk Typist) | \$22,965-\$27,295 (\$21,467-\$25,505) | \$22,965-\$27,295 |
|---------------------------------|--|-------------------|

| | | |
|---|--|-------------------|
| Class 10 (includes Intermediate Analyst Programmer) | \$37,929-\$43,793 (\$35,444-\$40,925) | \$37,929-\$43,793 |
|---|--|-------------------|

Unit B

40 hours per week

| | | |
|----------|------------------------|----------|
| Labourer | \$29,733 (\$27,791) | \$29,733 |
|----------|------------------------|----------|

| | | |
|------------------------|------------------------|----------|
| Motor Vehicle Mechanic | \$38,628 (\$36,102) | \$38,628 |
|------------------------|------------------------|----------|

| | | |
|-----------------------------------|------------------------|----------|
| Supervisor, Telecom & Electronics | \$45,518 (\$42,533) | \$45,518 |
|-----------------------------------|------------------------|----------|

Unit C

40 hours per week

| | | |
|--------------|--|-------------------|
| Police Cadet | \$25,098-\$29,566 (\$23,448-\$27,624) | \$25,098-\$29,566 |
|--------------|--|-------------------|

| | | |
|--------------------------------|---------------------------------|-------------------|
| Senior Communications Operator | \$37,087-\$37,869 (\$35,016) | \$37,087-\$38,270 |
|--------------------------------|---------------------------------|-------------------|

| | | |
|-----------|------------------|------------------|
| Effective | <u>Dec. 5/89</u> | <u>Jan. 1/90</u> |
|-----------|------------------|------------------|

| | | |
|------------------|--|----|
| General Increase | | 7% |
|------------------|--|----|

| | | |
|------------------------|---------------------------------|---------------------------------|
| Additional Adjustments | some classification adjustments | some classification adjustments |
|------------------------|---------------------------------|---------------------------------|

Unit A

| | | |
|---------------------------------|-------------------|-------------------|
| Class 4 (includes Clerk Typist) | \$22,965-\$27,295 | \$24,573-\$29,214 |
|---------------------------------|-------------------|-------------------|

| | | |
|---|-------------------|-------------------|
| Class 10 (includes Intermediate Analyst Programmer) | \$37,929-\$43,793 | \$40,578-\$46,863 |
|---|-------------------|-------------------|

Unit B

| | | |
|----------|----------|----------|
| Labourer | \$29,733 | \$31,821 |
|----------|----------|----------|

| | | |
|-------------------------------------|----------|----------|
| Supervisor, Telecom and Electronics | \$45,518 | \$48,713 |
|-------------------------------------|----------|----------|

Unit C

| | | |
|--------------|-------------------|-------------------|
| Police Cadet | \$25,098-\$29,566 | \$26,852-\$31,633 |
|--------------|-------------------|-------------------|

Senior Communications \$37,087-\$38,672 \$40,993-\$42,746
Officer

Maximum rates are reached after 3 years for Clerk Typist, Intermediate Analyst Programmer and Police Cadet and after 1 year for Senior Communications Officer.

Shift Premium: 0-55¢-60¢ (0-50¢-55¢).

Weekend Premium: 65¢ (60¢) for all hours worked on a Saturday or Sunday when scheduled as part of regular work week.

Paid Vacation: Effective January 1, 1990, 6 weeks after 22 (24) years of service.

Health and LTD - Effective July 1, 1989, benefit increased by \$50 per month for
Welfare: employee in receipt of LTD payments prior to January 1, 1989.

Continuation of Benefits - Effective August 25, 1989, employer continues to pay 100% of premium costs for health and welfare benefits for a maximum of 17 (14) weeks, for employee on maternity or adoption leave. Also benefit coverage continues for OHIP, semi-private hospitalization, Major Medical and Dental for employee on LTD (new).

Tool Allowance Maximum \$200.49 (\$190.94) for Mechanic and \$147.39 (\$140.37) for all
(Unit B): other eligible employees. Effective January 1, 1990, \$210.51 and \$154.76 respectively.

Travel 4 hours lieu time credit for employee travelling off duty to each
Allowance: course at Aylmer Police College, and 8 hours for Ottawa College (new).

Addenda

May 1989 Settlement

CONSTRUCTION

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide - Local 787, Plumbers (AFL-CIO/CFL) (service employees): A 36-month renewal agreement effective from May 1, 1989 * to April 30, 1992, covering 900 employees, settled at the bargaining stage and ratified in May 1989. Duration of negotiations - 4 months.

* Previous agreement expired January 27, 1989.

| | | | | |
|----------|--------------------|-----------------|-----------------|-----------------|
| Package: | Effective | <u>May 1/89</u> | <u>May 1/90</u> | <u>May 1/91</u> |
| | Increases | \$1.90 | * | * |
| | Journeyman | \$27.85 | | |
| | Refrigeration | (\$25.95) | | |
| | Mechanic Zone 4 | | | |
| | (north of Barrie) | | | |
| | Journeyman | \$29.50 | | |
| | Refrigeration | (\$27.60) | | |
| | Mechanic Zone 1 | | | |
| | (includes Toronto) | | | |

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare, pension and training funds.

* Increases to reflect the average increase negotiated for Journeyman Sheet Metal Worker, Journeyman Electrician and Journeyman Plumber, in the provincial ICI agreements.

Welfare Fund: 85¢ (70¢) per hour earned.

Pension Fund: \$1.50 (\$1.20) per hour earned.

June 1989 Settlements

TRANSPORTATION

Canadian National Railway Company, system-wide - Locomotive Engineers (Ind.)
(locomotive engineers, firemen and hostlers): Two 36-month renewal agreements effective from January 1, 1989 to December 31, 1991, covering 557 Ontario employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 6 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
|--------|----------------------------|------------------------|------------------|------------------|
| | General Increases | 4.5% | 4% | 4.5% |
| | <u>Minimum Daily Rates</u> | | | |
| | Locomotive Engineer | | | |
| | Freight/Service | \$94.174 (\$90.12) | \$97.942 | \$102.35 |
| | Road Switcher | \$143.95 (\$137.75) | \$149.71 | \$156.44 |

Other changes are similar to those reported for Canadian National Railway Co., and shopcraft employees. (See page 321.)

Via Rail Canada Inc., system-wide - Railway, Transport and General Workers (CLC)
(on-train employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 500 Ontario employees, settled at the bargaining stage and ratified in June, 1989. Duration of negotiations - 8 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 7/89</u> | <u>Jan. 5/90</u> |
|--------|-------------------|--------------------|-------------------|-------------------|
| | General Increases | 3% | 2% | 2%* |
| | Service | \$10.282-\$12.853 | \$10.488-\$13.110 | \$10.689-\$13.372 |
| | Attendant | (\$9.983-\$12.479) | | |
| | 0-37 months | | | |

Service Co-ordinator \$14.360-\$15.955 \$14.647-\$16.275 \$14.940-\$16.600
0-19 months (\$13.942-\$15.490)

| Effective | <u>June 22/90</u> | <u>Jan. 4/91</u> |
|----------------------|-------------------|-------------------|
| General Increases | 2%* | 4.5% |
| Service Attendant | \$10.912-\$13.640 | \$11.403-\$14.254 |
| Service Co-ordinator | \$15.239-\$16.932 | \$15.925-\$17.694 |

* Effective January 5, 1990 and June 22, 1990, 0.5% to be added if pension indexing is not implemented.

Paid Vacation: 6 weeks after 26 (28) years of service.

Bereavement Leave: 3 days' paid leave upon death of brother/sister-in-law, plus any other relative permanently residing with the employee (new).

Health and Welfare: The following changes were effective from July 1, 1989, unless otherwise stated.

Life Insurance - Benefit is \$22,000 (\$20,000).

Life Insurance for Retirees - Benefit is \$4,500 (\$4,000).

Weekly Indemnity - Maximum benefit will be increased in accordance with the UIC maximum in each contract year. (Previously, \$412.)

Vision - Effective July 1, 1989, maximum claim for lenses and frames is \$150 (\$100) per person 18 years and over, every 2 years, and every year for under 18 years. \$25 per person for the services of a licensed ophthalmologist or optometrist every 2 years (new).

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective July 1, 1989 maximum annual claim is \$1,200 (\$1,000).

Pension Plan: Pension Indexing - To be implemented when ratified by the Associated Shopcraft Unions, Railway, Transport and General Workers, Locomotive Engineers, United Transportation Union and Maintenance of Way Employees.

Mileage Allowance: Effective January 1, 1990, 30¢ (28¢) per km.

Meal Allowance: Effective January 1, 1990, \$4.25 (\$4.05) for breakfast, \$4.80 (\$4.60) for lunch and \$6.20 (\$5.95) for dinner. Effective January 1, 1991, \$4.45, \$5.00 and \$6.50 respectively.

Safety Shoe Allowance (new): Maximum \$60 per year.

Job Security/Relocation Allowances: The following changes are effective from July 1, 1989, unless otherwise indicated.

Incidental Expenses - \$650 (\$550).

Room and Board - \$160 (\$140) for single employee and \$65 (\$55) for each dependent, for meals and temporary living accomodation.

Allowance for Loss on Sale of Home - \$9,000 (\$7,700).

Commuting Allowance - \$150 (\$120) per month for up to 1 year.

Wheeled Home Relocation Cost - \$4,800 (\$4,400).

Transfer Allowance - Employer will pay for truck rental, gasoline and insurance which complies with company regulations (new).

Note: Additional provisions related to layoffs, benfits, and re-training are included in the Special Agreements between VIA Rail and various unions.

Via Rail Canada Inc., system-wide - Railway, Transport and General Workers (CLC) (off-train employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 576 Ontario employees, settled at the bargaining stage and ratified in June 1989. Duration of negotiations - 8 months.

| Wages: | Effective | Jan. 1/89 | July 7/89 | Jan. 5/90 |
|------------------------|-----------|--|-----------|-----------|
| General Increases | | 3% | 2% | 2%* |
| Additional Adjustments | | Restructuring of Reservia related wage schedule to 7 (9) steps | | |

Weekly Rates

| | | | |
|--|--|-------------------|-------------------|
| B Level includes Junior Clerk) 0-157 weeks | \$339.91-\$453.21 (\$330.01-\$440.01) | \$346.71-\$462.27 | \$353.64-\$471.52 |
|--|--|-------------------|-------------------|

| | | | |
|----------------------------|------------------------|----------|----------|
| Senior Counter Sales Agent | \$628.10 (\$609.81) | \$640.67 | \$653.48 |
|----------------------------|------------------------|----------|----------|

| Effective | June 22/90 | Jan. 4/91 |
|-----------|------------|-----------|
| | 2%* | 4.5% |

| | | |
|--------------|-------------------|-------------------|
| Junior Clerk | \$360.71-\$480.95 | \$376.94-\$502.59 |
|--------------|-------------------|-------------------|

| | | |
|----------------------------|----------|----------|
| Senior Counter Sales Agent | \$666.55 | \$696.55 |
|----------------------------|----------|----------|

* Effective January 5, 1990 and June 22, 1990, 0.5% to be added if pension indexing is not implemented.

Other changes are similar to those reported for VIA Rail Canada Inc., and on-train employees.

July 1989 Settlements

EDUCATION AND RELATED SERVICES

Lambton County Board of Education at Sarnia - Ontario Secondary School Teachers' Federation (Ind.) (secondary school occasional teachers): A 52-month renewal agreement effective from September 1, 1989 to December 31, 1993, covering 250 employees, settled at the bargaining stage and ratified in July 1989. Duration of negotiations - one month.

| | | | |
|--------|---------------------------|------------------------|-----------|
| Wages: | Effective | Sept. 1/89 | Jan. 1/90 |
| | Daily Rate | 1/214 | 1/210 |
| | Formula* | (1/219) | |
| | <u>Daily Rates**</u> | | |
| | <u>Short Term</u> | | |
| | <u>Occasional Teacher</u> | | |
| | Qualified | \$118.51 (\$115.81) | \$120.77 |
| | Unqualified*** | \$94.81 (\$92.65) | \$96.62 |
| | Effective | Jan. 1/91 | Jan. 1/92 |
| | Daily Rate | 1/205 | 1/200 |
| | Formula | | **** |

* Applies to Qualified teacher rate only and represents a daily ratio of the full-time Category 1, year 0 teacher rate. Daily rates for January 1, 1991, January 1, 1992 and January 1, 1993, are subject to negotiations.

** Daily rates include 4% vacation and holiday pay.

*** Unqualified teacher rate now 80% of Qualified teacher rate. (Previously, 1/269 of full-time Category 1, year 0 teacher rate.)

**** Daily rate formula to be determined.

Note: Long-term Occasional Teacher is a teacher employed 10 days or longer.

Sick Leave: 2 days' paid leave per 20 teaching days (unchanged), transferable to subsequent school years. (Previously, cumulative for the duration of assignment.)

Health and Welfare: Life Insurance - Effective January 1, 1990, benefit is \$20,000 (\$10,000) for long term occasional teacher.

AMUSEMENT AND RECREATION SERVICES

Professional Association of Canadian Theatres, province-wide - Actors Equity (CLC):

A 36-month renewal agreement effective from June 19, 1989 to June 15, 1992, covering 2,300 Ontario members, settled at the bargaining stage and ratified in July 1989. Duration of negotiations - 6 months.

| Wages: | Effective | <u>June 19/89</u> | <u>June 18/90</u> | <u>June 17/91</u> |
|--------|-----------|---|-------------------|-------------------|
| | Increases | 4.2% for TFYA Category*, 4.6% for in town fees and 6.6% average for touring fees | ** | ** |

Minimum Weekly In Town Fees

| | |
|---------------|--|
| Extra | \$197.59-\$259.97 (\$188.90-\$248.54) |
| Actor | \$319.82-\$521.71 (\$305.76-\$498.77) |
| Stage Manager | \$381.78-\$678.05 (\$364.99-\$648.23) |

Minimum Weekly Touring Fees

| | |
|---------------|--|
| Extra | \$666.59-\$728.97 (\$629.90-\$689.54) |
| Actor | \$788.82-\$990.71 (\$746.76-\$939.77) |
| Stage Manager | \$850.78-\$1,147.05 (\$805.99-\$1,089.23) |

Rates are divided into 8 categories and are dependent on the Theatre's full potential weekly box office gross.

* Theatre for Young Audiences Category (new).

** Effective June 18, 1990, increases to equal the percentage increase in the CPI - 1981=100, between April 30, 1989 and April 30, 1990. Capped at 6% for Level A-F and at 5% for Level G and TFYA Category. Effective June 17, 1991, increase to equal the percentage increase in the CPI - 1981, between April 30, 1990 and April 30, 1991. Capped at 7% for Level A-F and at 6% for Level G and TFYA category.

Minimum Fees for Directors and Choreographers: Increased by 4.6%. \$850 plus 2.5% of the total minimum fee for Directors per week for summer stock (new). \$44 (\$40) per hour for choreography of up to 2 separate non-musical dance sequences.

| | |
|---|---|
| Director's and Choreographer's Royalty: | 4% (2%) for each week of extension. |
| Overtime pay: | \$8.75 (\$8) for the first 1/2 hour and \$11.50 (\$10) for each additional 1/2 hour. Employee scheduled to work on day off receives \$38 (\$33) per hour. |
| Paid Preparation time: | All performances must include 30 minute period prior to performance to be used solely for the actor to prepare. (Previously, at the Theatres discretion.) |
| Overnight Rest Period Infringement: | \$11.25 (\$10.50) for the first 1/2 hour and \$29 (\$25) for each additional 1/2 hour. |
| Emergency Rehearsal Pay: | \$22 (\$21) per hour minimum 4 hours. |
| Invasion of Break Pay: | \$11 (\$10) for first 1/2 hour, \$22.50 and \$46.50 for second and third 1/2 hour respectively. (Previously, \$10 and dinner for the second 1/2 hour and \$32 and dinner for third 1/2 hour.) |
| Run of the Play Agreement: | Member's fee for a guaranteed contractual CTA engagement is a minimum \$130 (\$115) per week above the minimum fee for categories A, B, C and D and \$86 (\$75) per week above the minimum fee for categories E, F and G. |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Employer pays \$7.50 (\$6) per week. |
| Pension Plan: | <u>Employer Contribution</u> - Employer pays 3% of regular fee (unchanged). Contributions do not apply to that part of the fee in excess of \$1,200 (\$1,000) per week for all members except Directors, and Choreographers, who are capped at \$8,000 (\$7,400). |
| Transportation Allowances: | \$22.50 (\$20). |

LOCAL ADMINISTRATION

Brampton City Corporation - Local 1068, International Fire Fighters (AFL-CIO/CLC):

A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 224 employees, settled at the bargaining stage and ratified in July 1989. Duration of negotiations - 6 months.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
|------------------------|-----------|------------------------|------------------------------|
| General Increases | | 5% | 2% |
| Additional Adjustments | | | Mechanic 1st-4th Class (new) |
| Fire Fighter 4th Class | | \$27,850 (\$26,524) | \$28,407 |
| Fire Fighter 1st Class | | \$42,847 (\$40,807) | \$43,704 |

| | | |
|--------------------------------|------------------------|-------------------|
| Assistant Deputy Fire Chief | \$59,986 (\$57,126) | \$61,185 |
| Effective | <u>Jan. 1/90</u> | <u>Sept. 1/90</u> |
| General Increases | 5% | 2% |
| Fire Fighter 4th Class | \$29,827 | \$30,424 |
| Fire Fighter 1st Class | \$45,889 | \$46,807 |
| Assistant Deputy Fire Chief | \$64,245 | \$65,530 |

Lump Sum Payment: \$40 per employee in lieu of 1989 UIC premium rebate entitlement.

Seniority Premium: \$60 per year for employee with 5 years of service, \$120 per year for 10 years and \$25 for every 5 years thereafter (unchanged).

Health and Welfare: Drugs Effective October 1, 1989, implementation of a prescription drug credit card plan with a 35¢ deductible per prescription (new).

Vision - Effective September 1, 1989, maximum claim is \$125 (\$100) every 2 years. Effective January 1, 1990, \$150.

Dental - Employer pays 100% of premium costs (unchanged). Plan is extended to include Blue Cross Plan No. 9 and Rider No. 2 with 50%-50% co-insurance and a maximum lifetime claim of \$2,000. (Previously, Blue Cross Plan No. 9 and Rider No. 3 with 50%-50% co-insurance and a maximum lifetime claim of \$1,000.) Effective July 1, 1989, coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits - Employers continues its share of premium costs for health and welfare benefits for employee on maternity leave to a maximum of 6 months. (Previously, during the first 17 weeks only.) Also benefit coverage continues for OHIP, Major Medical, Dental Plan and Drugs to age 65 for employee retiring after January 1, 1987, at the mandatory retirement age, 85 or 90 factor or after 30 years of service (new).

Clothing Allowance: \$125 (\$85) and \$85 (\$65) per year depending on rank.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
SEPTEMBER 1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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HIGHLIGHTS

Auto Industry

Chrysler Canada Limited, previously American Motors (Canada) Inc. at Bramalea and Brampton, and the Canadian Auto Workers reached a one-year agreement covering 2,500 production and maintenance employees. Monetary improvements include:

- a general wage increase of 25¢ an hour, and a cost-of-living fold-in of \$2.61;
- restructuring of the wage schedule, and additional adjustments to some classifications to create parity with the master agreement;
- extra allowances for skilled trades;
- retention of quarterly cost-of-living adjustments of 1¢ for each 0.1 point change in the Consumer Price Index (1981=100), and 1¢ from each quarterly adjustment for a total of 11¢ to be diverted towards benefits;
- increases in all wage related health care benefits along with the upgrading of major medical, vision care and dental plans;
- a revised pension agreement which includes a 90% inflation protection of future pensions, with annual adjustments equalling the amount needed to bring past pensions to the current level in a given year.

School Teachers

Fourteen school teacher agreements covering 15,105 teachers around the province were renewed in September. Eight of the agreements were for two years and six were for a one-year period.

The twelve-month agreements provided increases to salaries and responsibility allowances ranging between 5.2% and 8.0%, the 24-month agreements provided annual increases in the 5.8% to 8.7% range.

Improvements to health and welfare benefits were made in all agreements, and in some agreements, paid maternity and adoption leave and paid preparation time provisions were negotiated.

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RUBBER AND PLASTICS PRODUCTS

Epton Industries Inc. at Kitchener - Local 73, Rubber Workers (AFL-CIO/CLC): A 30-month renewal agreement effective from August 30, 1989 to February 29, 1992, covering 310 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

| | | |
|---------------------|---|----------------------|
| Wages: | Effective | <u>Aug. 30/89</u> |
| | COLA advance | 27¢ |
| | General Labour | \$10.80 (\$10.53) |
| | Electronic Electrician | \$14.33 (\$14.06) |
| COLA: | 1¢ per 0.3 point increase in the average CPI - 1971=100, using the index for July, August and September 1989. Adjusted quarterly. 4¢ diverted to fund vacation. (Basic formula is unchanged). | |
| Paid Rest Period: | 10 minutes after 2 hours worked and 20 minutes after 2 1/2 hours overtime in addition to regular shift (new). | |
| Paid Holiday: | Effective February 28, 1991 1 additional floating day is added for a total of 13 (12) days. | |
| Paid Vacation: | Effective August 1, 1990, 6 weeks after 25 years of service (new). | |
| Bereavement Leave: | 5 consecutive calendar days upon death of common-law spouse (new). | |
| Health and Welfare: | <u>Weekly Indemnity</u> - Maximum benefit is \$318 (\$297) for a maximum of 52 weeks. | |
| | <u>Vision</u> - Effective September 10, 1989, maximum claim is \$110 (\$100) every 2 years. Effective August 29, 1989, \$120. | |
| | <u>Hearing</u> - Maximum claim is \$750 every 5 years (previously \$500 lifetime). | |
| | <u>Dental</u> - Effective September 10, 1989 coverage is based on 1987 (1986) ODA fee schedule. Effective August 29, 1990 and 1991, the 1988 and 1989 ODA fee schedules respectively. | |
| | <u>Major Medical</u> | |
| | <u>Medical Equipment</u> - Maximum lifetime benefit is \$250 for medical equipment repairs (new). | |
| | <u>Private Hospitalization</u> - Maximum lifetime benefit is \$50 (\$20) per day for a maximum of 150 (120) days. | |
| | <u>Clinical Psychologist</u> - Maximum \$60 (\$35) for initial visit and \$40 (\$20) per hour for subsequent visits to a maximum of \$500 (\$250) every 12 consecutive months. | |
| | <u>Massage Therapy</u> - Benefit is \$20 (\$10) per visit to a maximum of \$240 (\$120) every 12 consecutive months. | |

Chiropractor, Osteopath and Podiatrist - Maximum benefit is \$500 (\$250) per year.

Speech Therapy - Maximum benefit is \$500 (\$250) every 12 consecutive months.

Pension Plan: Basic Benefit - Effective September 10, 1989, \$19 (\$18) per month per year of service. Effective September 29, 1991, \$20.

Education Allowance (new): Effective September 29, 1989, employer contributes \$4,000 to the Union Education Fund. Effective September 29, 1990 and 1991 \$4,000.

Safety Shoe Allowance: Effective September 10, 1989, maximum is \$40 (\$30) per year. Effective August 29, 1990, \$50.

Tool Allowance: Effective September 10, 1989, maximum is \$100 (\$80).

Job Security: In the event of full or partial plant closure, employees will receive 6 months notice, if possible joint discussions will be held.

Profit sharing: Amount of profit sharing to be 15% of Gross Operating Income (GOI) shared equally by all employees when amount exceeds the threshold listed for 1990, 1991 and 1992.

Standard Products (Canada) Limited at Stratford, Plants 1 and 2 - Local 451, Railway, Transport and General Workers (CLC): A 36-month renewal agreement effective from October 1, 1989 to September 30, 1992, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: No increase in wages that were in effect at the expiry of the previous agreement

Effective Oct. 1/89

Additional Adjustment 10¢ for Group 1 Plant 2

Indirect Labour

Group 13 \$11.91-\$11.96
Material Handler (\$11.91-\$11.96)

Group 15 \$12.59-\$12.79
Maintenance (\$12.59-\$12.79)

COLA: \$2.50 generated during previous agreements continues to float.

1¢ per 0.33 point change in the CPI - 1971=100, using the July 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Attendance Incentive Premium: 1 day's paid leave or pay in lieu for employee reporting to work for 200 consecutive working days, and 3 days' paid leave or pay in lieu for 400 consecutive working days (new).

Health and
Welfare:

Life Insurance and AD & D - Benefit is \$20,000 (\$15,000).

Weekly Indemnity - Maximum benefit is \$190 (\$165) payable on a 1-4-32 (1-4-28) basis.

Dental - Coverage is based on the 1989 (1986) ODA fee schedule. Maximum lifetime claim for orthodontic services and maximum annual claim for basic and major services is \$1,500 (\$1,000).

Major Medical - Employer pays 100% of the premium costs for the services of private duty nurse with a maximum claim of \$5,000 every 3 years, physiotherapist, laboratory tests and x-rays, purchase or rental of remedial appliances, specialized treatments i.e. radium, oxygen etc., ambulance services, and clinical psychologist, registered masseur, osteopath, naturopath, podiatrist, chiropractor and speech therapist with a maximum claim of \$250 per year and medical fees in excess of the OMA fee schedule while travelling or residing outside of Ontario (new).

Hearing - Maximum claim is \$500 every 2 years.

Continuation of Benefits - Health and welfare benefit continues for retirees (new).

Technological
Change:

Employer will give as much notice as possible and will implement cross-training whenever production requirements permit.

CLOTHING

Toronto Dress and Sportswear Manufacturers' Guild Inc., at Toronto - Ontario District Council, (Locals 14, 83 and 92) of Ladies Garment Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1989 to July 31, 1992, covering 650 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| Wages: | Effective | <u>Aug. 1/89</u> | <u>Aug. 1/90</u> | <u>Aug. 1/91</u> |
|--------|-----------|------------------|------------------|------------------|
|--------|-----------|------------------|------------------|------------------|

Increases*

| | | | |
|--------------|-----|-----|-----|
| Time workers | 50¢ | 45¢ | 45¢ |
|--------------|-----|-----|-----|

Minimum
Wage Scale - Skilled

| | | | |
|--------------|--------------------|--------|--------|
| General Hand | \$6.40 (\$5.90) | \$6.85 | \$7.30 |
|--------------|--------------------|--------|--------|

| | | | |
|----------------|----------------------|---------|---------|
| Skilled Cutter | \$11.23 (\$10.73) | \$11.68 | \$12.13 |
|----------------|----------------------|---------|---------|

* Bonus schedule for piece workers is increased by 4% in each year.

Paid Holidays:

Effective in 1990, Easter Monday is recognized and replaces Election Day for a total of 10 days (unchanged).

Bereavement
Leave:

3 (2) days' paid leave upon death of close relative.

Health and Welfare: Life Insurance - Benefit is \$17,000 to a maximum of \$25,000 (\$7,000).

Weekly Indemnity - Benefit is \$125 (\$95).

Drugs - Maximum reimbursement is \$500 (\$350) per year per family.

Vision - Maximum claim is \$75 (\$60) every 2 years.

Dental - Maximum claim is \$1,000 (\$500) per year for members only and includes cleaning and x-rays (new).

Welfare Fund - Effective August 1989, employer contributes 2% (4%) of employees' gross payroll.

Pension Plan: Retirement Fund - Effective August 1991, employer contributes 5% (4%) of employees' gross payroll.

Note: Dress and Sportswear Industry Funds merged with Toronto Cloakmakers' Health and Welfare and Retirement Funds.

SUB: Employee receives the difference between holiday rate and UIC payment for holiday occurring while on lay-off.

Union Education Fund: Employer contributes \$10,000 per year. (Previously, a one time payment of \$20,000).

METAL FABRICATING

Babcock and Wilcox Industries Ltd., Babcock and Wilcox Canada Division at Cambridge - Local 2859, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 600 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|---|-----------|----------------------|-------------------|
| General Increases | | 45¢ | 45¢ |
| Job Class Increment | | 33¢ (29¢) | 37¢ |
| Job Class 2 (includes Labourer/ Shop-General) | | \$10.82 (\$10.33) | \$11.31 |
| Job Class 23 (Electronics Repairman) | | \$17.75 (\$16.42) | \$19.08 |

Shift Premium: 0-70¢-70¢ (0-60¢-60¢). Effective September 1, 1990, 0-75¢-75¢.

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$15,000). Effective September 1, 1990, \$17,000.

LTD - Minimum benefit of \$50 per week. (Previously, no minimum.)

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective September 1, 1990, on the 1988 ODA fee schedule.

Pension Plan: Basic Benefit - \$16.50 (\$15.50) per month per year of service up to 20 years, \$17.50 (\$16.50) for 20 to 30 years and \$18.50 (\$17.50) after 30 years. Effective September 1, 1990, \$17.50, \$18.50 and \$19.50 respectively.

Early Retirement - Employee aged 60 with 28 (30) years of continuous service may retire with an unreduced pension.

Vesting - After 2 (10) years of service.

Continuation of Benefits - Maximum accumulation of pension benefits for employee on lay-off is 24 months (previously, for duration of recall rights), and 12 months for employee on disability, illness or an authorized leave of absence (new).

Safety Shoe Allowance: \$50 (\$45) per year. Effective September 1, 1990, \$55.

TRANSPORTATION EQUIPMENT

Chrysler Canada Limited, Previously, American Motors (Canada) Inc. at Bramalea and Brampton - Local 1285, Canadian Auto Workers (CLC) (production and maintenance employees): A 12-month renewal agreement effective from September 18, 1989 to September 14, 1990, covering 2,500 employees settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

| | | |
|--------|----------------------------|---|
| Wages: | Effective | <u>Sept. 18/89</u> |
| | General Increase | 25¢ |
| | COLA fold-in | \$2.61 |
| | Additional Adjustments | Restructuring of wage schedule and 1¢-15¢ for some classifications to create parity with master agreement |
| | Skilled Trades Adjustments | 40¢ except 55¢ for Millwright |
| | <u>Brampton Plant</u> | |
| | Labourer | \$15.66 (\$12.72) |
| | Tool Maker | \$18.99 (\$15.73) |

COLA: \$3.88 COLA was generated during the previous agreement. \$2.61 was folded in on September 18, 1989 and \$1.27 continues to float.

1¢ per 0.1 point change in the CPI - 1981=100, using the average index for September, October and November, 1989 as the base. Adjusted quarterly. 1¢ from each quarterly adjustment, for a total of 11¢ is diverted towards benefits (new). (Basic formula is unchanged.)

Note: COLA will be added to base rates prior to calculating overtime and shift premiums (new).

Shift Premium: 0-5%-10% of straight time hourly rate (unchanged).

Bereavement Leave: 3 working days' paid leave upon death of half-brother/sister and son/daughter-in-law (new).

Paid Relief Time: 18 (10) minutes, twice daily.

Health and Welfare: The following benefits are wage related unless stated otherwise.

Life Insurance - Maximum benefit is \$45,500 (\$37,500).

Weekly Indemnity - Maximum benefit is \$495 (\$400).

Extended Disability Benefit - Maximum benefit is \$1,880 (\$1,500) per month.

Additional Accident Insurance - Maximum benefit is \$22,750 (\$18,750).

Transition Survivor Income Benefit - Maximum benefit is \$475 (\$375) per month for spouse with dependents, reduced by CPP offsets to a minimum of \$275 (\$225). \$400 (\$350) for spouse without dependents to a minimum of \$200 (\$175). Minimum benefit of \$225 (\$175) for child without parents. Effective September 1, 1990, benefits will not be reduced by CPP offsets (new).

Bridging Survivor Income Benefit - Maximum \$450 (\$350) per month.

The following changes are effective November 1, 1989.

Major Medical - Coverage is extended to include insulin pressure injection devices once every 5 years to a maximum of \$800, semi-private coverage for extended care in homes for the aged and rest homes with rates not exceeding licensed nursing home rates, services of a Registered Nurse for up to 2 hours per day for home care when prescribed, and out-of-province coverage including air ambulance services and attendant's fare from any location in North America to a hospital in the employee's home province (new).

Vision - Employer pays 100% of the premium cost for standard prescription lenses every 12 months and for standard frames every 2 years. (Previously, maximum claim of \$80 every 2 years, plus \$40 towards replacement lenses.)

Dental - Maximum lifetime orthodontic benefit is \$1,250 (\$1,000). Coverage is extended to include jaw realignment appliance when service performed by a specialist, porcelain veneers for certain conditions and splinting (new).

Note - Common-law spouse for at least 1 (2) year is eligible for all benefits. When both spouses are employees they are eligible for co-ordinated health care benefits (new).

Pension Plan: Plan has been renegotiated to September 30, 1993.

Future Retirees

Pension Indexing (new) - The amount of COLA paid each October will be the lesser of:

- 1) 90% of the annual increase in the Consumer Price Index from July to July;
- 2) the total COLA generated for active employees in the 4 quarters preceding July, divided by the hourly rate, including COLA, of the mid-point of a Benefit Class Code B employee or;
- 3) the amount equal to the pension benefit an active worker would receive if retiring that year.

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date and wage level as shown:

| For retirements effective | Benefit |
|---------------------------|-----------------------------------|
| October 1, 1989 | \$31.00-\$31.75 (\$29.50-\$30.25) |
| October 1, 1990 | \$32.50-\$33.25 |
| October 1, 1991 | \$34.00-\$34.75 |
| October 1, 1992 | \$36.00-\$36.75 |

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date as shown:

| For retirements effective | Benefit |
|---------------------------|-------------------|
| October 1, 1989 | \$1,645 (\$1,575) |
| October 1, 1990 | \$1,715 |
| October 1, 1991 | \$1,785 |
| October 1, 1992 | \$1,875 |

Normal Retirement Age - Automatic retirement age is 65 (70); employees aged 64 or over are allowed one more year before mandatory retirement.

Current Retirees

Basic Monthly Benefits Per Year of Service - Benefits for employee retiring prior to October 1, 1987, are increased by \$2.50, \$3 or \$4.50 per year of service depending on retirement date plus an additional 80¢, 85¢ and 85¢, effective October 1, 1990, 1991 and 1992 respectively as shown below.

| Effective: | Oct. 1/89 | Oct. 1/90 |
|------------------|--------------------------------------|-----------------|
| Retirement Date | \$19.40-\$20.45 | \$20.20-\$21.25 |
| Prior to Oct./80 | (\$14.90-\$15.95) | |
| Oct./80-Sep./86 | \$22.25-\$22.45 (\$19.25-\$19.45) | \$23.05-\$23.25 |

| | | |
|------------------------------------|-------------------------------|------------------|
| Oct./86-Sep./87 | \$24.70 (\$22.20) | \$25.50 |
| Oct./87-Sep./89 | \$30.45-\$30.93* (\$22.30) | ** |
| | <u>Oct. 1/91</u> | <u>Oct. 1/92</u> |
| Retirement Date Prior to Oct.80 | \$21.05-\$22.10 | \$21.90-\$22.95 |
| Oct./80-Sep./86 | \$23.90-\$24.10 | \$24.75-\$24.95 |
| Oct./86-Sep./87 | \$26.35 | \$27.20 |

* Effective October 1, 1989, employee retiring on or after October 1, 1987 receives lump sum payments reflecting parity with employee of other major companies in the auto industry, retiring on the same date.

** Amounts subject to pension indexing from October 1, 1990. Benefits for employee retiring prior to October 1, 1987, are increased by \$2.50, \$3 or \$4.50 per year of service depending on retiring date plus an additional 80¢, 80¢ and 85¢ effective October 1, 1991 and 1992 respectively as shown below.

Early Retirement "30-and-out" Special Allowance - Retirees receive the same increases as shown above.

SUB: Employee with 10 (20) or more years of continuous service is guaranteed up to maximum of 104 weeks credits.

Regular Weekly Benefit - Regular benefit plus UIC benefit and other compensation to equal 95% of employee's weekly after-tax pay, minus \$17.50 (\$12.50) for work-related expenses not incurred.

SUB Funding - Employer contributions per compensated hour increased by 2¢ in the first contract year and by 1¢ in each of the following years. Contributions range from 24¢-36¢ for straight time, 30¢-42¢ for time and one-half, and 36¢-48¢ for double time hour. Effective January 1, 1990, increased by an additional 2¢.

Income Maintenance Benefit Plan (new): Permanently laid off employee with 10 or more years of seniority will receive approximately 60% of gross weekly earnings for 1 year.

Voluntary Termination of Employment Plan (new): Eligible employee with 10 or more years of seniority, who used the 2-year S.U.B. entitlement while on long term lay-off, may elect to resign and receive a lump sum payment of \$22,200-\$39,600, depending on length of service, less any Income Maintenance Benefit received.

Plant Closure Benefit (new): Eligible employee with 5-10 years of seniority may elect to resign after 1 year on SUB and UIC and receive a lump-sum payment ranging from \$8,200-\$11,400 based on length of service.

Paid Education Leave: Employer funding is 1¢ (.5¢) per hour worked.

| | |
|-----------------------------------|---|
| Paid Tuition Fees: | Maximum refund for job related courses is \$750 (\$500) per year for approved courses and \$1,250 (\$1,000) per year for approved college courses. |
| Safety Prescription Glasses: | Employer pays 100% (\$22.50) of cost of safety prescription glasses with a wider selection of frames. |
| Safety Shoe Allowance (new): | \$50 per pair annually, plus \$50 towards an additional pair when required. |
| Prepaid legal service plan (new): | <u>Funding</u> - Employer contributes 8¢ per straight time hour worked. Effective January 1, 1990, 10¢. <u>Benefit</u> - Effective October 1, 1990, eligible employee, spouse, dependents, retirees and surviving spouse qualify for a broad range of personal legal services. Employees on lay-off are also included for up to 18 months. |

Bendix Heavy Vehicle Systems Inc. at London - Local 27, Canadian Auto Workers (CLC): Two 36-month renewal agreements effective from September 16, 1989 to September 14, 1992, covering 257 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

| Wages: | Effective | <u>Sept. 18/89</u> | <u>Sept. 17/90</u> | <u>Sept. 16/91</u> |
|----------------------------------|-----------|---|---|---|
| Increases | | 15¢ per hour for production employees and \$6 per week for office employees | 10¢ per hour for production employees and \$4 per week for office employees | 10¢ per hour for production employees and \$4 per week for office employees |
| COLA Fold-in | | \$1.35 per hour for production employees and \$54 per week for office employees | | |
| Additional Adjustments | | Restructuring of office wage schedule, and \$4 per week for Quality Technician | \$4 per week for Quality Technician | \$4 per week for Quality Technician |
| Skilled Trades Adjustments | | 8¢-30¢ per hour | 8¢-23¢ per hour | 8¢-19¢ per hour |
| <u>Production Employees</u> | | | | |
| Work Group II, General Assembler | | \$14.47-\$15.22 (\$12.97-\$13.72) | \$14.57-\$15.32 | \$14.67-\$15.42 |

| | | | |
|--------------|-------------------|-----------------|-----------------|
| Work Group 1 | \$17.02-\$17.27 | \$17.35-\$17.60 | \$17.64-\$17.89 |
| Skilled | (\$15.22-\$15.47) | | |
| Maintenance | | | |

Office Employees

Weekly rates

| | | | |
|-------------------------------|---------------------|-------------------|-------------------|
| Grade 3 | \$494.80-\$574.80 | \$498.80-\$578.80 | \$502.80-\$582.80 |
| (includes | (\$501.60-\$514.80) | | |
| Secretary/ Shipping Clerk) | | | |

| | | | |
|-------------|---------------------|-------------------|-------------------|
| Grade 8 | \$633.20-\$673.20 | \$641.20-\$681.20 | \$649.20-\$689.20 |
| (Quality | (\$579.20-\$609.20) | | |
| Technician) | | | |

Maximum rates are reached after 12 months for General Assembler, after 6 months for Skilled Maintenance and after 24 months for Secretary/Shipping Clerk and Quality Technician. (Previously, after 18 months for Secretary/Shipping Clerk.)

COLA: 1¢ per 0.3 point change in the CPI - 1971 =100, using the August 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged).

Paid Holidays: Remembrance Day to be recognized if it falls on a working day (new).

Health and Welfare: The following benefits are effective October 1, 1989 unless otherwise stated.

Life Insurance and AD & D - Benefit is \$14,000 (\$13,500). Effective September 17, 1990, \$14,500. Effective September 10, 1991, \$15,000.

Vision - Maximum claim is \$110 (\$100) every 2 years. Effective October 1990, \$120.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - \$14.50 (\$13.50) per month per year of service. Effective September 1990 and 1991, \$15.50 and \$16.50 respectively.

Safety Shoe Allowance: Employer pays 75% of cost to a maximum of \$45 (\$25) per year.

Ingersoll Machine and Tool Company Limited at Ingersoll - Local 2918, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1989 to July 31, 1992, covering 247 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

| | | | | |
|--------|--------------|-------------------|------------------|------------------|
| Wages: | Effective | <u>Sep. 26/89</u> | <u>Aug. 1/90</u> | <u>Aug. 1/91</u> |
| | Increase | 2% | 2% | 2% |
| | COLA Fold-in | \$1.00 | 48¢ | |

| Additional Adjustments | Major re- structuring of wage schedule | Major re- structuring of wage schedule | Major re- structuring of wage schedule |
|---|---|---|---|
| Group 7 (8) (includes Shipping, Receiving) | \$14.04-\$14.76 (\$12.78-\$13.49) | \$14.80-\$15.54 | \$15.10-\$15.85 |
| Group 1 (3) (includes Toolmaker) | \$16.61 (\$15.30) | \$17.42 | \$17.77 |

Maximum rates are reached after 240 days worked for Shipping, Receiving.

Lump Sum Payments: Effective September 26, 1989, \$75 per employee, in lieu of retroactivity.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the May 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective August 1, 1990, 0¢-36¢-40¢ (0¢-34¢-38¢).

Paid Holidays: Effective August 1, 1991, 1 floating holiday is added during the Christmas Break, for a total of 13 (12) days.

Health and Welfare: Life Insurance & AD & D - Effective September 26, 1989, benefit is \$19,000 (\$16,500). Effective August 1, 1990 and 1991, \$20,000 and \$21,000 respectively.

Weekly Indemnity - Benefit is 66 2/3% of weekly wages up to the UIC maximum. (Previously, maximum \$280.)

Drugs - \$1 deductible per prescription card plan. (Previously, annual deductibles of \$20 for single coverage and \$40 for family coverage.)

Continuation of Benefits - Health and welfare benefit coverage continues for the month of lay-off and one additional month, for employees on lay-off. (Previously, only OHIP.)

Pension Plan: Basic Benefit - Effective October 1, 1989, previous contributory plan is frozen and replaced with a new non-contributory plan. Benefit is \$18 per month per year of service from October 1, 1984. Effective October 1, 1990, \$20.

Meal Allowance: \$4.50 (\$4.00) after 2 hours of overtime.

Safety Prescription Glasses: \$65 (\$60) every 2 years. Effective August 1, 1991, \$80.

Safety Shoe Allowance: \$65 (\$60) per year. Effective August 1, 1990, \$70. Effective August 1, 1991, \$75.

Safety Committee Allowance: Time and one-half plus COLA paid for meetings held after regular 8 hour shift. (Previously, regular straight time hourly rate.)

ELECTRICAL PRODUCTS

Xerox Canada Inc., Canadian Manufacturing Centre and Ontario Distribution Centre at Mississauga - Local 14H and 14J, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from September 1, 1989 to August 31, 1992, covering 626 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 weeks.

| | | | | |
|---------------------------|--|--|-------------------|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> | <u>Sept. 1/91</u> |
| | General Increases | 1% | 2% | 2% |
| | COLA Fold-in | \$1.78-\$2.06 depending on grade | | |
| | Job Level 1 (Utility Worker) | \$13.85 (\$11.93) | \$14.13 | \$14.41 |
| | Job Level 12 (includes Troubleshooter) | \$16.94 (\$14.71) | \$17.28 | \$17.62 |
| | Job Level 14 (includes Maintenance Electrician) | \$18.28 (\$16.04) | \$18.65 | \$19.02 |
| Lump Sum Payment: | \$300 for each full-time employee. | | | |
| COLA: | 1¢ per 0.3 point change in the Toronto CPI 1971 = 100, using June 1989 index as the base. Calculated as a percentage of the grade 14 rate, with this percentage applied to each grade to determine the cents-per-hour COLA payments. Adjusted quarterly. Capped at 7% in the first contract year and 8% in the second and third years' respectively. (Basic formula is unchanged.) | | | |
| Shift Premium: | 0-60¢-65¢ (0-50¢-55¢). | | | |
| Health and Welfare: | <u>Life Insurance</u> - Minimum benefit is \$60,000 (\$55,000). <u>Vision</u> - Maximum claim is \$150 (\$75) every 2 years. <u>Dental</u> - Employer pays 100% (80%) of premium costs. Maximum lifetime orthodontic claim is \$1,500 (\$1,000). | | | |
| Safety Shoe Allowance: | Maximum \$60 (\$55) per pair per year. Effective September 1, 1990 and 1991, \$65 and \$70 respectively. | | | |

CONSTRUCTION

Electrical Contractors Association of Sarnia - Local 530, International Brotherhood of Electrical Workers (AFL-CIO/CFL) (maintenance agreement): A 24-month renewal agreement effective from September 19, 1989 to August 31, 1991, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| | | | |
|----------|------------|----------------------|-------------------|
| Package: | Effective | <u>Sept. 19/89</u> | <u>Sept. 1/90</u> |
| | Increase | * | ** |
| | Journeyman | \$27.94 (\$26.12) | |

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension and funds.

* Increase is \$1 per hour below the established rate in the ICI sector. (Previously 95% of the ICI hourly rate.)

** Subject to negotiations in the ICI Sector.

| | |
|-----------------|--|
| Overtime Pay: | Double time for all hours worked in excess of regular scheduled hours. (Previously, time and one-half for the first 4 hours and double time thereafter). |
| Other premiums: | \$6 (\$4) per hour for work of a special nature, such as smoke stacks, flare stacks and bridges. |
| Pension Fund: | Employer contributes \$1.61 (\$1.55) per hour worked. |

COMMUNICATION

Canadian Broadcasting Corporation at Toronto - Association of Television Producers and Directors (Ind.) (contract employees): A 34 month renewal agreement effective from July 4, 1988 to May 5, 1991, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 14 months.

| | | | |
|--------|---------------------------------------|--|-------------------|
| Wages: | Effective | <u>Jul. 4/88</u> | <u>May 8/89</u> |
| | General Increases | 3.5% | 4.9% |
| | Additional Adjustment | | .45% |
| | <u>Minimum Annual Rates</u> | | |
| | Staff and Contract Producer 0-5 Steps | \$39,624-\$50,172 (\$38,284-\$48,475) | \$41,752-\$52,867 |
| | <u>Minimum Weekly Rates</u> | | |
| | Associate Producer | \$683 (\$660) | \$720 |
| | Effective | <u>Sep. 25/89</u> | <u>May 7/90</u> |
| | General Increase | | 4.9% |

Additional
Adjustment

Associate
Producer grid
restructured

Minimum
Annual Rates

| | | |
|--------------------------------|-------------------|-------------------|
| Staff and Contract Producer | \$41,752-\$52,867 | \$43,798-\$55,457 |
|--------------------------------|-------------------|-------------------|

Minimum Weekly
Rates

| | | |
|--|-------------|-------------|
| Associate Producer 0-3 Steps (new) | \$720-\$794 | \$755-\$833 |
|--|-------------|-------------|

Maximum rates are reached after 8 years for Staff and Contract Producer and after 4 years for Associate Producer.

Maximum \$7,435 (\$7,000) per contract for freelance fixed-term Producer in lieu of staff benefits.

EDUCATION AND RELATED SERVICES

East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto, York and Metropolitan Toronto Boards of Education and Le conseil des écoles francaises de la communauté urbaine de Toronto - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): Six 24-month renewal agreements effective from September 1, 1989 to August 31, 1991, covering 8,139 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

| | | | |
|--------|------------------------------------|--|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | Increases | 6.6%-8.7% | 6.6%-8.5% |
| | Teacher-Category I 0-10 years | \$27,237-\$45,965 (\$25,051-\$43,119) | \$29,461-\$48,999 |
| | Teacher-Category IV 0-10 years | \$32,899-\$57,263 (\$30,112-\$53,718) | \$35,710-\$61,042 |
| | <u>Vice Principal</u> 0-3 years | | |
| | Junior High School* | \$59,120-\$64,705 (\$55,460-\$60,699) | \$63,022-\$68,976 |
| | Secondary School | \$61,913-\$67,493 (\$58,080-\$63,314) | \$65,999-\$71,948 |
| | <u>Principal</u> 0-3 years | | |
| | Junior High School* | \$69,304-\$74,882 (\$65,012-\$70,246) | \$73,878-\$79,824 |

| | | |
|-----------|---------------------|-------------------|
| Secondary | \$72,380-\$77,956 | \$77,157-\$83,101 |
| | (\$67,899-\$73,129) | |

* Applies to East York, North York and Toronto Boards of Education only.

COLA (new): 1% per 1% increase in the Metropolitan Toronto CPI - 1981=100, between August 1990 to August 1991. Triggered at 7.1% and capped at \$1,220. Paid as a lump sum.

Responsibility and Continuing Education Allowances: Increased by approximately 6.6%. Effective September 1, 1990, increased by approximately 6.6%.

Post Graduate Degree Allowance: \$916 (\$859) for the first degree and \$327 (\$307) for an additional degree. Effective September 1, 1990, \$976 and \$349 respectively.

Special Education Allowance: \$603 (\$566) for employee with an Elementary Certificate and \$1,170 for a Specialist Certificate. Effective September 1, 1990, \$643 and \$1,247 respectively.

Two School Allowance (Toronto Board): \$246 (\$231). Effective September 1, 1990, \$262.

Paid Maternity/Adoption Leave: Effective December 1, 1989, wages equivalent to the UIC benefit for the 2-week waiting period, except for 12-month Co-ordinator/Assistant Co-ordinator.

Health and Welfare: Life Insurance - Effective November 1, 1989, employer pays 100% of the premium costs for the first \$35,000 (\$25,000) coverage.

OHIP - Effective November 1, 1989, employer pays 95% (90%) of the premium costs.

Vision - Effective January 1, 1990, maximum claim is \$140 (\$100) per person every 2 years for eye glasses including contact lenses, and \$190 (\$150) if contact lenses are prescribed for medical reasons. Effective January 1, 1991, \$160 and \$200 respectively.

Dental - Effective January 1, 1990, employer pays 80% (75%) of premium costs. Coverage is based on the 1988 (1987) ODA fee schedule. Effective September 1, 1990 employer pays 85% of premium costs. Effective January 1, 1991, 90% of premium costs. Coverage is based on the 1989 ODA.

Lincoln County Board of Education at St. Catharines - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 24-month renewal agreements effective from January 1, 1989 to December 31, 1990 covering 361 employees, settled with mediation assistance. Duration of negotiations - 7 months.

| | | | |
|--------|-------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 5.75% | 5.5% |

| | |
|--------------------------|------------------------|
| Additional Adjustment | Welder reclassified |
|--------------------------|------------------------|

Full-time Employees

| | | |
|------------|----------------------|---------|
| Bus Driver | \$11.54 (\$10.91) | \$12.17 |
|------------|----------------------|---------|

Annual Rates

| | | |
|----------|--|-------------------|
| Labourer | \$25,135-\$25,413 (\$23,768-\$24,031) | \$26,517-\$26,811 |
|----------|--|-------------------|

| | | |
|-----------|--|-------------------|
| Caretaker | \$26,042-\$26,338 (\$24,626-\$24,906) | \$27,474-\$27,787 |
|-----------|--|-------------------|

| | | |
|-----------------|--|-------------------|
| Master Mechanic | \$31,362-\$31,677 (\$29,657-\$29,955) | \$33,087-\$33,419 |
|-----------------|--|-------------------|

Maximum rates are reached after 1 year.

Responsibility Allowances (Head Caretaker): Effective in 1989, \$560-\$1,097 (\$485-\$1,022) for elementary schools and \$1,275-\$1,754 (\$1,175-\$1,654) for secondary schools . Effective in 1990, \$635-\$1,172 and \$1,375-\$1,854 respectively.

Probationary Period: 5 (6) consecutive months of active employment per year.

Paid Vacation: 5 weeks after 17 (18) years of service.

Paid Bereavement Leave: 3 (2) days' paid leave upon death of step child/parent.

Health and Welfare: Life Insurance for Retirees - Benefit is \$2,000 (\$1,500) for OMERS retirees.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

LTD (new) - Effective December 31, 1990, employer pays 75% of the premium cost. Benefit is 60% of salary after 6 months or the exhaustion of sick leave whichever is later. Payable for 2 years or to age 65 for total disability.

Safety Shoe Allowance: Maximum \$65 (\$55) per year.

Niagara South Board of Education at Welland - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco- Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 690 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

| | | | |
|--------|-------------------|-------------------|------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Feb. 1/90</u> |
| | General Increases | 5.4% | .60% |

| Additional Adjustments | | Restructuring of salary grid to 0-11 (0-12) years |
|-----------------------------------|--|--|
| Teacher-Category 1 0-12 years | \$25,080-\$44,508 (\$23,796-\$42,230) | \$25,228-\$44,775 |
| Teacher-Category IV 0-12 years | \$31,159-\$55,963 (\$29,562-\$53,096) | \$31,341-\$56,300 |
| Consultant 0-4 years | \$60,372-\$63,764 (\$57,281-\$60,497) | \$60,736-\$64,148 |
| Vice-Principal 0-4 years | \$61,626-\$65,770 (\$58,471-\$62,400) | \$61,997-\$66,165 |
| Principal | \$68,785-\$74,517 (\$65,263-\$70,699) | \$69,196-\$74,964 |

Responsibility Allowances: Increased by 4.5%.

Related Experience and War Service Allowances: \$245 (\$235) per allowable year.

Graduate Degree Allowance: \$663 (\$635) per allowable degree.

Continuing Education Teachers: Night School - \$28.78 (\$27.28) per hour.
Summer School - \$31.00 (\$29.40) per hour for Teacher and \$46.54 (\$44.11) per hour for Co-ordinator.

Professional Development and Education Leave Fund: \$95,000 (\$89,815).

Health and Welfare: LTD - Effective January 1, 1990, maximum benefit is \$3,700 (\$2,800) per month.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Oxford County Board of Education at Woodstock - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Sept. 1/89

General Increase 5.2%

Teacher-Group I
0-11 years \$26,258-\$43,045
(\$24,960-\$40,917)

| | |
|-------------------------------|--|
| Teacher-Group 4 0-11 years | \$31,111-\$55,757 (\$29,573-\$53,001) |
| Vice-Principal 0-3 years | \$63,220-\$66,879 (\$60,095-\$63,573) |
| Principal 0-3 years | \$69,116-\$75,213 (\$65,700-\$71,495) |

Responsibility Allowances: Increased by 5.2%.

Related Teaching Experience Allowance: \$3,680 (\$3,500).

Continuing Education: \$26.59 (\$25.28) per hour for Teachers and \$22.17 (\$21.07) per hour for Supervisors.

Health and Welfare: Vision - Maximum claim is \$150 (\$125) every 2 years.

Dental - Employer pays 80% (75%) of the premium cost. Coverage continues to be based on current year's ODA fee schedule.

Perth County Board of Education at Stratford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

| | | |
|--------|-----------------------------------|--|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 5.46% |
| | Additional Adjustments | Incremental structure equalized |
| | Teacher-Category 1 0-11 years | \$25,657-\$43,994 (\$24,325-\$41,716) |
| | Teacher-Category IV 0-11 years | \$30,777-\$56,000 (\$29,188-\$53,102) |
| | Vice-Principal 0-2 years | \$61,829-\$65,789 (\$58,628-\$62,382) |
| | Principal 0-2 years | \$70,470-\$74,440 (\$66,822-\$70,586) |

Responsibility and Extra Degree Allowances: Increased by 5.459%.

Bereavement Leave: 3 days' paid leave upon death of step-sister and step-brother (new).

Health and Welfare: Major Medical - Maximum \$300 (\$250) per person per year for the services of a professional psychologist, speech therapist, podiatrist, osteopath, naturopath, masseur, chiropractor and/or physiotherapist.

Vision - Maximum claim is \$150 (\$125) per person 18 years and over every 2 years and per year per person under 18.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Effective January 1, 1990, employer pays 85% of the premium costs for Blue Cross Plan #9 Rider #3, with 50%-50% co-insurance and a maximum lifetime claim of \$2,000 (new).

Paid Preparation Time: 50% of a normal period for preparation. (Previously one period per day.)

Professional/Sabbatical Funded Leave: \$160 (\$140) per full-time equivalent teacher per year.

Pension Plan: Early Retirement Incentive - Deleted.

Peterborough County Board of Education - Locals 1237 and 1680, Canadian Union of Public Employees (CLC) (office, clerical and technical, and caretaking and maintenance employees): Two 24-month renewal agreements effective from April 1, 1989 to March 31, 1991, covering 435 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> |
|--------|---|--------------------------------------|------------------|
| | General Increases | 5.8% | 5.8% |
| | <u>Office, Clerical and Technical Employees</u> | | |
| | Book Clerk | \$10.61-\$11.46 (\$10.03-\$10.83) | \$11.22-\$12.12 |
| | Psychometrist | \$14.78-\$16.36 (\$13.97-\$15.46) | \$15.64-\$17.30 |

Maximum rates are reached after 2 years.

Shift Premium (Maintenance Employees): 46¢ (41¢) per hour worked after 11 a.m. Effective April 1, 1990, 51¢.

Acting Pay (Maintenance Employees)(new): Employee temporarily transferred to higher classification for more than 3 consecutive working days, receives appropriate rate in the higher classification.

Paid Vacation: Effective April 1, 1990, 5 weeks after 18 (19) years of service.

Health and Welfare: Major Medical - Coverage is extended to include dependents age 21 to 25 in school or university.

Vision (new) - Effective September 11, 1989, employer pays 85% of premium costs. Maximum claim is \$100 per family member every 2 years.

Dental - Effective September 11, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Coverage is extended to include dependents age 21 to 25 in school or university. Maximum lifetime claim for orthodontic services is \$1,000 (\$500). Effective April 1, 1990, coverage is based on the 1989 ODA fee schedule. Maximum lifetime claim for orthodontic services is \$1,500.

Safety Shoe Allowance (Maintenance Employees):

Effective September 11, 1989, \$41 (\$35). Effective April 1, 1990, \$46.

Technological Change (Maintenance Employees):

Employer will pay for training required as a result of technological change. Transfer to a more suitable position will be available to employee unable to perform new job function.

Waterloo County Board of Education at Kitchener - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):

A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 2,170 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

| Effective | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> |
|-----------------------------------|--|-------------------|
| Increases | 4.7% except 5.1% for Principal | 1.6% |
| Teacher-Category D 0-6 years | \$21,378-\$28,667 (\$20,418-\$27,380) | \$21,720-\$29,126 |
| Teacher-Category A1 0-10 years | \$25,980-\$44,301 (\$24,814-\$42,312) | \$26,396-\$45,010 |
| Teacher-Category A4 0-10 years | \$31,829-\$55,820 (\$30,400-\$53,314) | \$32,338-\$56,713 |
| Vice-Principal 0-3 years | \$56,955-\$60,311 (\$54,398-\$57,604) | \$57,866-\$61,276 |
| Co-ordinator 0-4 years | \$62,551-\$67,028 (\$59,743-\$64,019) | \$63,552-\$68,100 |
| Principal 0-4 years | \$62,865-\$67,342 (\$59,795-\$64,072) | \$63,871-\$68,419 |
| Effective | <u>Sept. 1/90</u> | |
| Increases | 5.5% except 5.9% for Principal | |
| Teacher-Category D | \$22,915-\$30,728 | |
| Teacher-Category A1 | \$27,848-\$47,486 | |
| Teacher-Category A4 | \$34,117-\$59,832 | |
| Vice-Principal | \$61,049-\$64,646 | |

Co-ordinator \$67,047-\$71,846

Principal \$67,648-\$72,446

COLA: 1% per 1% change in the CPI - 1971=100, between August 1990 and August 1991. Triggered at 5.5% (4.25%) and capped at 8%. Payable as a lump sum in October 1991. (Basic formula is unchanged.)

Responsibility Allowances: Increased in accordance with general increases. Senior Consultant deleted.

Health and Welfare: Dental - Coverage continues to be based on the current ODA fee schedule. Effective November 1, 1989, plan is extended to include crowns and fixed bridge work with a maximum annual claim of \$1,000 and 50%-50% co-insurance (new). Effective September 1, 1990, orthodontic coverage is added with a maximum lifetime claim of \$1,500 and 50%-50% co-insurance (new).

Paid Preparation Time: Effective September 1, 1990, minimum 140(120) minutes per week.

Professional Development Fund: Employer contributes \$200 (\$160) per full-time equivalent teacher. Effective September 1, 1990, \$215.

Waterloo County Board of Education at Kitchener - Ontario Secondary School

Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,353 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> |
|---|--|-------------------|-------------------|
| Increases | 4.7% except | 5.06% to | 1.6% |
| | Principal's | top rate | |
| Teacher Category 1 0-10 years | \$25,980-\$44,301 (\$24,814-\$42,312) | | \$26,396-\$45,010 |
| Teacher Category 4 0-10 years | \$31,829-\$55,820 (\$30,400-\$53,314) | | \$32,338-\$56,713 |
| Vice-Principal and Co-ordinator 0-4 years | \$62,551-\$67,028 (\$59,743-\$64,019) | | \$63,552-\$68,100 |
| Principal 0-4 years | \$69,345-\$75,436 (\$66,232-\$71,800) | | \$70,454-\$76,643 |
| Effective | <u>Sept. 1/90</u> | | |
| Increases | 5.5% except | 5.844% to | |
| | Principal's | top rate | |
| Teacher Category 1 | \$27,848-\$47,486 | | |
| Teacher Category 4 | \$34,117-\$59,832 | | |

Vice-Principal and Co-ordinator \$67,047-\$71,846

Principal \$74,329-\$81,122

COLA: 1% per 1% change in the CPI - 1971=100, between August 1990 and 1991 triggered at 5.5% (4.25%) and capped at 8%. Payable as a lump sum in October 1991. (Basic formula is unchanged.)

Responsibility Allowances: Increased in accordance with general increases.

Minor Department Head -\$2,569 (\$1,954). Effective January 1, 1990, \$2,610. Effective September 1, 1990, \$3,017.

Other Teaching Experience Allowance: \$529 (\$500). Effective September 1, 1990, \$558.

Related Trade/ Professional Experience Allowance: \$354 (\$335). Effective September 1, 1990, \$373.

Valuable Experience Allowance: \$182 (\$172) for teacher hired prior to September 1, 1979 (unchanged). Effective September 1, 1990, \$192.

Military Service Allowance: \$354 (\$335). Effective September 1, 1990, \$373.

Bereavement Leave: 5 (3) days' paid leave upon death of stepfather/mother.

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective November 1, 1989, plan is extended to include crowns and fixed bridgework with a maximum annual claim of \$1,000 and 50%-50% co-insurance (new). Effective September 1, 1990, orthodontic coverage is added with a maximum lifetime claim of \$1,500 and 50%-50% co-insurance (new).

Professional Development Fund: Employer contributes \$200 (\$160) per full-time equivalent teacher. Effective September 1, 1990, \$215.

Wentworth County Board of Education at Ancaster - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Sept. 1/89

General Increase 7.04%

Teacher-Level D 0-6 years \$18,454-\$27,605 (\$17,240-\$25,789)

Teacher-Level A1 0-10 years \$25,827-\$43,704 (\$24,128-\$40,829)

| | |
|------------------|---------------------|
| Teacher-Level A4 | \$31,176-\$56,317 |
| 0-12 | (\$29,125-\$52,612) |

Responsibility, Classroom Teacher and Special Education Allowances: Increased in accordance with the general salary increases except \$5,258 (\$4,601) for Vice-Principal, Consultant and Co-ordinator.

Graduate Degree Allowances: \$866 (\$809) for first degree and \$519 (\$485) for the second.

Health and Welfare: Vision - Maximum claim is \$120 (\$100) every 2 years.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Paid Time Preparation (new): Minimum 120 minutes per week per full-time teacher.

Federation leave: Maximum 25 (20) days during school year for Federation business.

Wentworth County Board of Education at Ancaster - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 430 employees, settled at the fact finder stage. Duration of negotiations - 5 months.

| | | |
|--------|----------------------------------|--|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 6.9% |
| | Teacher-Category 1 0-11 years | \$26,383-\$44,082 (\$24,680-\$41,237) |
| | Teacher-Category 4 0-11 years | \$31,646-\$56,317 (\$29,603-\$52,682) |
| | Vice-Principal 0-2 years | \$62,557-\$66,357 (\$58,519-\$62,074) |
| | Principal 0-3 years | \$67,306-\$74,903 (\$62,962-\$70,068) |

Responsibility Allowances: Increased in accordance with the general salary increases. (Library allowance deleted.)

Extra Degree Allowance: \$969 (\$872).

Health and
Welfare:

Vision - Maximum benefit is \$120 (\$100) every 2 years.

Hearing (new) - Maximum claim is \$400 every 5 years.

Dental - Coverage continues to be based on current years's ODA fee schedule.

York Region Roman Catholic Separate School Board at Richmond Hill - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 1,033 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:

| Effective | <u>Sept. 1/89</u> | <u>Mar. 1/90</u> |
|------------------------------------|--|----------------------|
| General Increases | 5% | 3% non-compounded |
| Teacher-Category D 0-10 years | \$19,474-\$35,004 (\$18,547-\$33,337) | \$20,031-\$36,004 |
| Teacher-Category A1 0-10 years | \$26,316-\$44,709 (\$25,063-\$42,580) | \$27,068-\$45,986 |
| Teacher-Category A4 0-10 years | \$31,001-\$55,548 (\$29,525-\$52,903) | \$31,887-\$57,135 |
| <u>Principal</u> 0-4 years | | |
| Elementary ("A" School) | \$65,052-\$69,988 (\$61,954-\$66,655) | \$66,910-\$71,987 |
| Secondary (Jr. High School) | \$67,405-\$72,343 (\$64,195-\$68,898) | \$69,331-\$74,410 |
| <u>Vice Principal</u> 0-2 years | | |
| Elementary | \$58,773-\$60,090 (\$55,973-\$57,229) | \$60,452-\$61,807 |
| Secondary | \$60,311-\$61,629 (\$57,439-\$58,694) | \$62,034-\$63,390 |

Previous rates reflect .006% COLA folded into wages during the previous agreement.

COLA:

Deleted. (Previously, 1% per 1% increase in the CPI from April 1988 to April 1989 index. Triggered at 4% and capped at 2.5%.) -

Responsibility
Allowances:

Increased in accordance with the general salary increases.

| | | |
|----------------------------------|--|--|
| Continuing Education Allowances: | Teacher Elementary Centre Principal Elementary Vice-Principal Elementary Principal Secondary Vice-Principal Secondary Principal | \$32 per hour \$2,400 per program \$2,400 per program \$2,700 per program \$3,900 per program \$4,400 per program |
| Paid Maternity Leave (new): | Wages equivalent to the UIC benefit for the 2-week waiting period. | |
| Health and Welfare: | <u>Vision</u> - Employer pays 100% (80%) of premium costs. Maximum claim is \$200 (\$25) per family member every 2 years. | |
| | <u>Dental</u> - Employer pays 80% (70%) of premium costs. | |
| Mileage Allowance (new): | 28¢ per kilometre. | |

York University at Toronto - York University Staff Association (CCU) (office, clerical, laboratory and technical employees): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991 covering 1,100 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

| | | | | |
|--------|--|---|--|------------------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> | <u>May 1/91</u> |
| | Increases | \$2,025 or 5.835% plus \$500, whichever is greater | \$1,900 or 6.6%, whichever is greater* | |
| | Additional Adjustments | | | Job Evaluation Plan (new) |
| | <u>Annual Rates</u> | | | |
| | File Clerk (Grade 2) | \$22,169 (\$20,144) | \$24,069 | \$24,069 |
| | Media Maintenance/ Operator Technician 4 | \$50,181 (\$46,942) | \$53,493 | \$53,493 |

* Increase to equal half the percentage increase in the Toronto CPI from August 1989 to August 1990, triggered at 6.6%.

| | |
|---------------------|---|
| Shift Premium: | 0-50¢-50¢ (0-40¢-40¢). Effective September 1, 1990, 0-55¢-55¢. |
| Standby Pay: | \$1.50 (\$1) per hour. |
| Paid Holidays: | 1 floating day is added during the term of this agreement only for a total of 12 (11) days. |
| Paid Vacation: | 5 weeks after 19 years of service (new). |
| Health and Welfare: | <u>OHIP</u> - Effective October 1, 1989, employer pays 100% (90%) of premium costs. |

Major Medical - Effective October 1, 1989, maximum lifetime claim is \$35,000 (\$25,000). Effective September 1, 1990, \$50,000.

Dental - Effective October 1, 1989, coverage is based on the 1989 (1988) ODA fee schedule. Effective in 1990, the 1990 ODA fee schedule.

Continuation of Benefits for Retirees - Benefit coverage continues for employee retiring during the term of this agreement (Previously applied to retirees after July 1, 1987 and up to June 1989.)

Meal Allowance: \$6 (\$5.50) after 2 hours of overtime.

Safety Shoe Allowance: Maximum \$120 (\$110) over the term of the agreement.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Local 404, Office and Professional Employees (AFL-CIO/CLC): A 14-month renewal agreement effective from July 1, 1989 to August 31, 1990, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | |
|--------|--------------------------------------|---------------------------------------|
| Wages: | Effective | <u>Nov. 1/89</u> |
| | General Increase | 5% rounded to the nearest \$100 |
| | Range CA3 (includes Clerk/ Typist 2) | \$21,100-\$23,900 (\$20,100-\$22,800) |
| | Range CA 8 (Purchasing Agent) | \$38,200-\$45,500 (\$36,400-\$43,300) |

Top rates shown are control points and are reached on merit. Maximum rates above control points, not shown, may be reached in some cases.

Lump Sum Payment: \$500 per employee in lieu of retroactivity, except for employee on LTD. Pro-rated for new hires.

Shift Premium: 0-\$3.40-\$4.05 (\$0-\$3.05-\$3.70) per shift, an additional \$4.40 (\$4) per shift on Saturday and \$11 (\$10) on Sunday and \$1,155 (\$1,100) per year for employee on a continuous shift operation for a minimum of 6 months.

Standby Pay: Deleted.

Paid Maternity Leave (new): 2 weeks at UIC benefit plus an additional 15 weeks at the difference between 93% of weekly wage and the UIC benefit.

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC): A 14-month renewal agreement effective from April 1, 1989 to May 31, 1990, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

| | | |
|-----------------------------|--|--------------------------------------|
| Wages: | Effective | <u>Sept. 10/89</u> |
| | General Increase | 5% |
| | Additional Adjustments | Some restructuring of Job Classes |
| | Labourer | \$11.62-\$11.97 (\$11.07-\$11.41) |
| | Process Operator | \$15.89-\$16.38 (\$15.13-\$15.59) |
| | Maximum rates are reached on merit. | |
| Lump Sum Payment: | \$550 per employee in lieu of retroactivity, except for employee on LTD. Pro-rated for new hires. Overtime retroactivity equals 5% of overtime earnings between April 1, 1989 and September 9, 1989. | |
| Shift Premium: | 0-42¢-51¢ (0-40¢-49¢), an additional 54¢ (52¢) per hour for regularly scheduled work on Saturday and \$1.28 (\$1.23) per hour on Sunday. | |
| Paid Maternity Leave (new): | 2 weeks at UIC rate, plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit. | |
| Paid Personal Leave: | Maximum accumulation is 10 days (new). | |
| Paid Sick Leave: | 6 (5) days' per year. | |
| Meal Allowance: | \$10 for employee working overtime at an off-site location (new). | |

MISCELLANEOUS SERVICES

Exhibition Place Board of Governors, Stadium and Operations Divisions at Toronto - Local 506, Labourers (AFL-CIO): Two 24-month renewal agreements effective from May 1, 1989 to April 30, 1991, covering 200* employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Includes 140 employees currently on layoff status.

| | | | |
|--------|-----------------------|-------------------------|----------------------|
| Wages: | Effective | <u>May 1/89</u> | <u>May 1/90</u> |
| | General Increases | 7% | 7% plus 13¢ per hour |
| | Additional Adjustment | 40¢ for Cleaner Group 3 | |
| | Cleaner Group 3 | \$8.66 (\$7.72) | \$9.39 |
| | Labourer | \$17.84 (\$16.68) | \$19.22 |

Pension Plan: Basic Benefit - Employer contributes 60¢ (50¢) per hour worked per employee to the union welfare fund.

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Research Council Employees' Association (Ind.) (clerical and regulatory group, full-time and part-time employees): A 28 1/2 month renewal agreement effective from December 12, 1988 to April 30, 1991, covering 343 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | |
|-----------------|---|--|-------------------|
| Wages: | Effective | <u>Dec. 12/88</u> | <u>Feb. 12/90</u> |
| | General Increases | 5% | 5% |
| | <u>Annual Rates</u> | | |
| | CR-Level 1 5 levels | \$15,501-\$17,367 (\$14,763-\$16,540) | \$16,276-\$18,235 |
| | CR-Level 7 4 levels | \$34,961-\$38,283 (\$33,296-\$36,460) | \$36,709-\$40,197 |
| Paid Vacation: | 3 (2) weeks after 1 year of service and 5 weeks after 19 (20) years. | | |
| Meal Allowance: | \$6 (\$5.25) after 3 hours of overtime and \$6 (\$4.50) after an additional 4 hours. | | |
| Severance Pay: | 1 week's pay per year of service, to a maximum of 30 (28) weeks upon retirement or death. | | |

National Research Council of Canada at Ottawa - Research Council Employees' Association (Ind.) (operational category, supervisory and non-supervisory employees): A 30-month renewal agreement effective from January 31, 1989 to July 30, 1991, covering 208 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | | |
|--------|-------------------------------------|--|-------------------|-------------------|
| Wages: | Effective | <u>Jan. 31/89</u> | <u>Mar. 31/90</u> | <u>June 21/91</u> |
| | General Increases | 5% | 5% | 0.6% |
| | <u>Annual Rates</u> | | | |
| | Plant Assistant 1 | \$21,595-\$24,209 (\$20,567-\$23,056) | \$22,675-\$25,419 | \$22,811-\$25,572 |
| | Electrical/ Electronic | \$34,497-\$37,262 (\$32,854-\$35,488) | \$36,222-\$39,125 | \$36,439-\$39,360 |
| | Maximum rates are reached on merit. | | | |

| | |
|------------------|---|
| Standby Pay: | \$10 (\$8) for each 8 consecutive hours on a regular workday. |
| Shift Premium: | 0-\$1.00-\$1.00 (0-50¢-60¢). |
| Weekend Premium: | 75¢ (55¢) per hour. |

Paid Vacation: 3 weeks in first year (after 1st year) of service, 4 after 8 (9) years, 5 after 19 (20) years and 6 after 30 years (unchanged).

Paid Maternity Leave: Benefit now applies to part-time employees.

Meal Allowance: \$6 (\$5) after 3 hours of overtime plus \$6 (\$4) after an additional 4 hours.

Severance Pay: First Lay-off - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service, no maximum. (Previously, maximum 28 weeks.)

Second or Subsequent Lay-off - 1 week's pay per year of service, less any previous severance pay, no maximum. (Previously, maximum 27 weeks)

Retirement or Death - Weekly rate of pay multiplied by years of service to a maximum of 30 (28) years.

LOCAL ADMINISTRATION

Niagara Regional Board of Commissioners of Police at St. Catharines - Police Association (Ind.) (police officers): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 545 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

| | | | |
|--------|------------------------|------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 2.45% |
| | Additional Adjustments | * | |
| | <u>Annual Rates</u> | | |
| | Cadet III | \$22,839.98 (\$21,752.36) | \$23,399.56 |
| | Constable 1st Class | \$42,963.87 (\$40,917.97) | \$44,016.48 |
| | Staff Sergeant | \$52,415.92 (\$49,428.91) | \$53,700.11 |
| | Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 5% | 1.75% |
| | Additional Adjustments | * | |
| | Cadet III | \$24,569.54 | \$24,999.51 |
| | Constable 1st Class | \$46,217.30 | \$47,026.10 |
| | Staff Sergeant | \$57,771.63 | \$58,782.63 |

* Sergeant and Staff Sergeant salaries adjusted to 111% (110%) and 122% (120.8%) respectively of 1st Class Constable rate. Effective January 1, 1990, 112.5% and 125% respectively.

Court Attendance Pay: Minimum 4.5 (4) hours at regular straight time rate. Effective January 1, 1990, minimum 3 hours' at time and one-half.

Service Pay: \$75 (\$72) for each 5 year period of continuous service.

Shift Premium: 0-18¢-30¢ (0-15¢-25¢).

Premium Pay: Double time for employee working in the capacity of a diver or explosive technician (new).

Paid Holidays: 1 floating day is added for a total of 12 (11) days.

Paid Vacation: 20 days after 10 (11) years of service. Effective January 1, 1990, 35 days after 30 years (new).

Paid Maternity Leave (new): Effective October 1, 1989, 75% of regular wages for the 2-week waiting period.

Bargaining Committee Leave: 6 hours paid leave for employee attending a bargaining meeting immediately following work on the night shift (new).

Health and Welfare: Life Insurance and AD & D - Employer pays 100% (75%) of premium costs.

Life Insurance for Early Retirees - Effective January 1, 1990, benefit is \$2,500 (\$2,000) after 30 years of service.

Major Medical - Maximum claim for out-of-province coverage is \$75,000 (\$50,000) per person. Hourly cap for psychological services is removed.

Vision - Maximum claim is \$150 (\$100) every 2 years.

Dental - Coverage is based on the 1988 (1987) ODA fee schedule. Maximum lifetime claim is \$1,500 (\$1,000) for orthodontic services. Effective January 1, 1990, employer pays 100% (75%) of premium costs. Coverage is based on the 1989 ODA fee schedule. Maximum lifetime claim is \$2,000 for orthodontic services.

Continuation of Benefits - Benefit coverage continues for OHIP, Major Medical, Vision and Dental to surviving spouse of employee killed while on duty (new). Effective January 1, 1990, benefit coverage continues for employee on maternity leave (new).

Pension Plan: Permanent partial disability component is added to O.M.E.R.S. (new).

Transfer Mileage Allowance: 23¢ (22¢) per kilometre.

Meal Allowance: \$10 (\$7) after 11 consecutive hours of work, after 4 hours of work outside of immediate jurisdiction, or when working in an isolated area.

Canine Allowance (new): \$50 per month.

Clothing Allowance: Maximum \$925 (\$830) per year for plainclothes officers. Effective January 1, 1990, \$975 per year.

Cleaning Allowance: Maximum \$160 (\$135) per year for uniform and equipment cleaning. Effective January 1, 1990, \$180.

Police College Allowance: \$10 per day. (Previously, \$30 per week.)

Coach (Training) Officer Allowance: 35¢ (31.3¢) per hour.

Legal Indemnification: Extended to include citizen's complaints. Not to exceed one and one-half times the Legal Aid Tariff for counsel retained outside Regional Niagara (new).

Ottawa City Corporation - Civic Institute of Professional Personnel (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

| | | | |
|--------|---------------------|--|-------------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 3% | 1.94% |
| | <u>Annual Rates</u> | | |
| | Architect 1 | \$24,668.54-\$29,322.54 (\$23,950.16-\$28,468.44) | \$25,147.20-\$29,891.42 |
| | Solicitor 4 | \$63,381.50-\$69,752.80 (\$61,535.50-\$67,721.16) | \$64,611.04-\$71,106.10 |
| | Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 3% | 3% |
| | Architect 1 | \$25,901.72-\$30,788.16 | \$26,678.86-\$31,711.68 |
| | Solicitor 4 | \$66,549.34-\$73,239.40 | \$68,545.88-\$75,436.66 |

Maximum rates are reached on merit.

Lump Sum Settlement Payment: \$250 per employee.

Paid Vacation: Effective January 1, 1990, 6 weeks after 25 (26) years of service.

Paid Adoption Leave: Female employee receives 17 weeks at the difference between 93% of weekly wage and UIC benefit (new).

Paid Personal Leave: Parent/Teacher interviews are added for justification for leave up to a maximum of 21 hours per year.

Health and Welfare: Dental - Coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1990, the 1989 ODA fee schedule.

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.)
(police officers and civilian): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 244 employees, settled by arbitration. Duration of negotiations - 8 months.

| | | | | |
|--------|------------------------|--|--|--|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> | <u>Oct. 1/89</u> |
| | Increases | \$2 per hour for Vehicle Maintenance Supervisor and 4.5% for all other employees | 2% for all employees except Vehicle Maintenance Supervisor | 6.5% for Vehicle Maintenance Supervisor only |
| | Additional Adjustments | Court Process Clerk (new) | | |

Annual Rates
Police Officers

| | | | |
|--------------------|---------------|-------------|-------------|
| Constable | \$28,245.05 | \$28,809.95 | \$28,809.95 |
| 4th Class-Level II | (\$27,028.76) | | |
| Constable | \$42,156.80 | \$42,999.94 | \$42,999.94 |
| 1st Class | (\$40,341.44) | | |
| Superintendent | \$63,235.21 | \$64,499.91 | \$64,499.91 |
| | (\$60,512.16) | | |

Shift Premium: \$160 (\$100) per year for employees on a 2 shift system. \$200 (\$150) for a modified 2 shift system. \$250 (\$175) for a 3 shift system.

Acting Pay: Police Officer performing duties of a higher rank receives pay rate of the higher rank for each day assigned. (Previously, 50% of difference between Officer's normal rate and the rate of the higher rank for 15 days and thereafter the rate of the higher rank.) Civilian employee performing duties of an employee in a higher salary group receives the salary of the employee replaced. (Previously, employee received lowest rate of higher salary group or normal rate, whichever was greater.)

Specialization Pay (new): Maximum \$1,500 per year for Forensic Identification Officer.

Paid Holidays: Double time (time and one-half) for work on Christmas Day and New Year's Day.

Court Attendance Leave: 16 hours paid leave for each daily appearance in addition to court pay, for employee attending court while on vacation (new).

Health and Welfare: Vision - Benefit is \$120 (\$100) every 2 years.

Transition/Bridging Survivor Benefit - Health and welfare benefits provided to spouse and family of employee killed on duty or later dies as a result of injuries sustained while on duty (new).

Clothing Allowance: \$800 per year for full-time plain clothes officer and employee working in the Officer Development Program. (Previously, \$700 for full-time plain clothes officer and new for the Officer Development Program. \$3.50 (\$3) per day for part-time plain clothes officer and new uniformed officer.

Doctors' Non-Medical Fees (new): Employer pays doctors' fee for completion of forms required by Insurance Company.

Addenda

June 1989 Settlement

COMMUNICATIONS

CNCP Telecommunications, system-wide - Communications and Allied Workers (CCU): A 36-month renewal agreement effective from July 1, 1988 to June 30, 1991, covering 900 Ontario employees, settled at the conciliation officer stage and ratified in June 1989. Duration of negotiations - 15 months.

| | | | |
|--------|---|---------------------------------------|-------------------|
| Wages: | Effective | <u>July 1/88</u> | <u>Jan. 1/89</u> |
| | General Increases | 2% | 4% |
| | Additional Adjustments | Minor restructuring of wage schedules | |
| | <u>Weekly Rates</u> | | |
| | Single Ladder Structure for all Non-Technical and Technical Classifications | | |
| | <u>Non-Technical</u> | | |
| | Clerk 1 | \$320.48-\$368.84 | \$333.30-\$383.60 |
| | Step 1-3 | (\$314.20-\$361.61) | |
| | <u>Technical</u> | | |
| | Specialist | \$682.01-\$708.24 | \$709.29-\$736.57 |
| | Step 13-16 (15-18) | (\$668.64-\$694.35) | |
| | Effective | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
| | General Increases | 4.5% | 6.5% |
| | Clerk 1 | \$348.30-\$400.86 | \$370.94-\$426.92 |
| | Specialist | \$724.21-\$769.71 | \$789.39-\$819.74 |

Maximum rates are reached on merit.

The following provisions are effective June 18, 1989 unless specifically stated otherwise.

| | |
|-----------------------------------|--|
| Responsibility Allowances: | Effective June 18, 1989 \$12-\$24 (\$10-\$22) per week depending on the number of people supervised. Effective January 1, 1990 and 1991 \$14-\$26 and \$16-\$28 respectively. |
| Regional Technician Allowance: | 20¢-50¢ per hour worked for employees at Step 10 or greater depending on location (new). Effective January 1, 1990 and 1991, 25¢-70¢ and 30¢-80¢ respectively. |
| Relocation Leave: | Effective June 18, 1989, up to 2 days' paid leave depending on distance relocated (new). |
| Health and Welfare: | <p>The following provisions are effective July 1, 1989 unless stated otherwise.</p> <p><u>Life Insurance</u> - Benefit is \$21,000 (\$19,000). Effective January 1, 1990 and 1991, \$23,000 and \$25,000 respectively.</p> <p><u>Life Insurance for Retirees</u> - Benefit is \$5,000 (\$3,500).</p> <p><u>AD & D</u> - Benefit is \$17,000 (\$13,000). Effective January 1, 1990 and 1991, \$21,000 and \$25,000 respectively.</p> <p><u>Weekly Indemnity</u> - Benefit is 75% of base pay to a maximum of \$475 (\$425). Effective January 1, 1990 and 1991, \$487.50 and \$500 respectively.</p> <p><u>Vision</u> - Effective January 1, 1990, \$100 (\$75) per person every 2 years.</p> <p><u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule.</p> |
| Pension Plan: | <p><u>Death Benefit</u> - Effective January 1, 1991, beneficiary of single retiree receives 100% of retiree's pension benefit for 10 years following retiree's death (new).</p> <p><u>Pre-Retirement Death Benefit</u> - Effective January 1, 1991, survivor receives 100% of commuted vested benefit value (new).</p> |
| Meal Allowance: | Effective June 18, 1989 \$6 (\$5.50) for breakfast, \$8 (\$7.25) for lunch and \$13.50 (\$13) for dinner. Effective January 1, 1990 \$6.50, \$8.50 and \$14 respectively. Effective January 1, 1991, \$6.75, \$8.75 and \$14.25 respectively. |
| Mileage Allowance: | Effective June 18, 1989, 24¢ (20¢) per kilometre. Effective January 1, 1990 and 1991, 25¢ and 26¢ respectively. |
| Overnight Accomodation Allowance: | Effective June 18, 1989, \$20 (\$15) per night. Effective January 1, 1990 and 1991, \$22 and \$24 respectively. |
| Miscellaneous Expense Allowance: | Effective June 18, 1989 \$4 (\$3) per night. Effective January 1, 1990 and 1991, \$4.50 and \$4.75 respectively. |
| Moving Allowance: | \$1 per kilometre to a maximum of \$250 (\$220) in lieu of vehicle rental. |
| Relocation Allowance: | Effective June 18, 1989 maximum \$8,000 (\$7,384) for loss on sale of home. Effective January 1, 1990 and 1991 \$9,000 and \$10,000 respectively. |

July 1989 Settlement

FOOD AND BEVERAGE

Cuddy Food Products at London - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 31, 1989 to May 30, 1991, covering 427 employees, settled at the post conciliation bargaining stage and ratified in July 1989.
Duration of negotiations - 3 months.

| | | | |
|--------|----------------------------------|----------------------|------------------|
| Wages: | Effective | <u>May 31/89</u> | <u>June 4/90</u> |
| | Increases | 90¢-\$1 | 25¢ |
| | Shipper/Receiver | \$10.50 (\$9.50) | \$10.75 |
| | Electrician (Ontario License) | \$15.50 (\$14.60) | \$15.75 |
| | Effective | <u>Oct. 1/90</u> | <u>Feb. 4/91</u> |
| | General Increases | 25¢ | 40¢ |
| | Shipper/Receiver | \$11.00 | \$11.40 |
| | Electrician | \$16.00 | \$16.40 |

Probationary Rate - 50¢ (25¢) per hour less than the applicable job rate

- Call Back Pay: Minimum 3 hours at the applicable overtime rate. (Previously, minimum 2 hours straight time pay.)
- Overtime Pay: Double time for work on Sunday (new).
- Paid Vacation: 3 weeks at 6% after 5 years of service, 4 weeks at 8% after 11 years and 5 weeks at 10% after 20 years (new).
- Bereavement Leave: 3 (1) days' paid leave upon death of grandparent or grandchild and 1 day for son/daughter-in-law (new).
- Health and Welfare: Life Insurance for Dependents (new) - Effective June 1, 1991, benefit is \$5,000 for spouse and \$2,500 for child. Employer pays 100% of premium costs.
- Weekly Indemnity - Effective August 12, 1989, benefit payable on a 1-1-4-26 (1-1-7-26) basis.
- OHIP - Employer pays 100% of premium costs. (Previously, employer paid up to a maximum of \$34.75 for single coverage and \$69.50 for family coverage.)
- Vision - Effective June 1, 1990, maximum claim is \$100 (\$80) every 2 years.

Dental - Effective August 12, 1989, employer pays 75% (50%) of premium costs. Effective June 1, 1990, employer pays 100% of premium costs. Coverage is based on the 1988 (1987) ODA fee schedule.

Pension Plan (new): Effective August 1, 1989, employer contributes 10¢ per hour worked to the Union Trusteed Pension Plan.

Tool Allowance (new): Effective July 29, 1989, \$50 per year for maintenance employees. Effective June 1, 1990, \$75.

Safety Shoe Allowance: Effective January 1, 1990 \$35 for sanitation department employees twice per year and \$25 for other employees. (Previously, \$20 for all employees.) Effective January 1, 1991, \$40 and \$30 respectively.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
OCTOBER 1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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TEXTILE

C.S. Brooks Corporation, Caldwell Plant, previously Dominion Textile Inc., Caldwell Division at Iroquois - Local 478, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 27, 1989 to September 26, 1992, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Sept. 24/89</u> | <u>Sept. 23/90</u> | <u>Sept. 22/91</u> |
|-------------------------------|-----------|---|--|----------------------------------|
| General Increases | | 4.5% | 4.7% | 4.9% |
| Skilled Trades Adjustments | | 25¢ for Tradesman and Boiler House Engineer and 10¢ for Chief Stationary Engineer | 25¢ for Tradesman and Boiler House Engineer and 5¢ for Chief Stationary Engineer | 5¢ for Chief Stationary Engineer |
| Sweeper-Sewing Room | | \$9.19 (\$8.795) | \$9.62 | \$10.09 |
| Stationary Engineer 2nd Class | | \$13.64 (\$12.800) | \$14.54 | \$15.25 |

Probationary Rate - \$7.04-\$7.25 (\$6.74-\$6.94) per hour depending on working days. Progressing to contractual job rate after 60 working days. Effective September 23, 1990, \$7.37-\$7.59. Effective September 22, 1991, \$7.73-\$7.96.

Hours of Work: Weekend Shift (new) - Continuous 12-hour shifts payable at time and one-half constituting a normal work week.

Shift Premium (weekend shift employees): 50% of regular straight time rate (new).

Call Back Pay: 4 hours' pay at time and one-half if call back is between 11 p.m. and 7 a.m. (new).

Bereavement Leave (weekend shift employees): Up to 2 days' paid leave to attend funeral of wife, husband, mother, father, sister, brother, son, daughter, daughter/son-in-law, common-law spouse and grandparent and 1 day for grandchild. Based on 12 hours per day at time and one-half (new).

Paid Holidays (weekend shift employees): New Year's Day, January 2, Christmas Day, Boxing Day and 2 additional days during the Easter holiday period is recognized for a total of 6 days, payable for 12 hours at time and one-half (new).

Holiday Pay: Double time for work on Christmas Day or New Year's Day (new).

Vacation Pay: 4 weeks at 11.5% (10.5%) after 25 years of service. Effective September 27, 1990, 4 weeks at 9.5% (8.5%) after 15 years, and 4 weeks at 10.5% (9.5%) after 20 years. Effective September 27, 1991, 3 weeks at 8.5% (7.5%) after 10 years.

Health and
Welfare:

Life Insurance - Benefit is \$20,000 (\$10,000).

AD & D (new) - Benefit is \$20,000.

Dependents Life Insurance (new) - Benefit is \$5,000 for spouse and \$3,000 for child.

Weekly Indemnity - Benefit is 60% of regular earnings up to UIC maximum with a minimum of \$175. (Previously, 60% of earnings to a maximum of \$175.)

LTD (new) - Benefit is 60% of basic monthly earnings to a maximum of \$3,000 per month.

Major Medical and Semi-private Hospitalization (new) - 80%-20% co-insurance for expenses up to \$1,000 and 100% over \$1,000 per year. Deductible is \$50 per family.

Effective October 29, 1989, employer contributes \$5.26 per week to the above plans and employee contributes the difference. (Previously, employee contributed \$1.75 per week and the employer contributed the difference.)

Effective September 23, 1990, \$5.40 per week. Effective September 22, 1991, \$5.54 per week.

FURNITURE AND FIXTURE

Storwal International Inc., at Pembroke - Local 3257, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 20, 1989 to October 19, 1992, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Oct. 20/89</u> | <u>Oct. 20/90</u> | <u>Oct. 20/91</u> |
|--|---|-------------------|---------------------------------|-------------------|
| Increase | | | 50¢ for Category Indirect | |
| Additional Adjustments | Major restructuring of wage schedule to 4 (34) wage categories and the elimination of incentive rates | | | |
| Category - Indirect (includes Mechanics Helper) | \$11.50 | \$12.00 | \$12.00 | |
| Category-Skilled Trades (includes Industrial Electrician) | \$15.00 | \$15.00 | \$15.00 | |
| Category-Direct (includes Assembler) | \$16.00 | \$16.00 | \$16.00 | |

| | |
|------------------------------------|--|
| Incentive Buyouts: | Effective in January 1990 and April 1990, incentive buyouts in 2 instalments of 1040 hours multiplied by the difference between the average straight time hourly rate between January 1, 1989 and September 30, 1989, and the new job rate, if new job rate is less then previous rate. |
| Shift Premium: | 0-25¢-25¢ (0-20¢-20¢). Effective October 20, 1990, 0-30¢-30¢. Effective October 20, 1991, 0-40¢-40¢. |
| Bereavement Leave: | Up to 3 (1) days paid leave upon death of grandchild. |
| Health and Welfare: | <u>Dental</u> - Effective January 1, 1990, 1991 and 1992 coverage is based on the 1988 (1987), 1989 and 1990 ODA fee schedules respectively. <u>Continuation of Benefits</u> - Benefit coverage for Life Insurance, Major Medical and Dental is payable for up to 30 days for temporary employee whether at work or on lay-off. Eligibility is 6 days worked out of 28 consecutive calendar days (new). |
| Pension Plan: | <u>Basic Benefit</u> - \$14 (\$10) per month per year of service for retirees between October 19, 1989 and October 19, 1992. Effective October 20, 1991, \$13 (\$10) per month per year of service for other retirees. Effective October 20, 1992, 1993 and 1994, \$15, \$17 and \$19 respectively. |
| Union Education Fund (new): | Employer contributes \$2,000 per year to the union education fund. |
| Safety Prescription Glasses (new): | Maximum claim is \$100 every 2 years. |
| Safety Shoe Allowance (new): | \$50 per year. Effective October 20, 1990 \$75. |
| Tool Allowance: | Maximum \$400 per year to skilled trades (new). |
| Technological Change: | Employee displaced due to technological change will receive 2 weeks pay per year of service up to a maximum of \$5,000 (new). |

PRINTING, PUBLISHING AND ALLIED

Canadian Newspapers Company Limited, The Globe and Mail Division, at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC) (Advertising, Circulation, Editorial and Maintenance-Delivery Departments employees and District Sales Representatives): Five 36-month renewal agreements effective from July 1, 1989 to June 30, 1992, covering 493 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| | | | | |
|--------|-------------------|------------------|------------------|------------------|
| Wages: | Effective | <u>July 1/89</u> | <u>July 1/90</u> | <u>July 1/91</u> |
| | General Increases | 8% | 7% | 7% |

Additional
Adjustments

Some
restructuring
of wage schedules
and reclassifications;
\$78.50 per week for
Editorial Grades H and I,
\$25 per week for
Electrician and
Machinist, \$15 per
week for Carpenter/
Locksmith and \$60
per week for M & D
Lead Hand

Minimum Wage
Rates

Advertising

| | | | |
|----------------------------------|--|-------------------|-------------------|
| Junior Clerk | \$360.60-\$463.43 (\$333.89-\$429.10) | \$385.84-\$495.87 | \$412.85-\$530.58 |
| Marketing Services Administrator | \$970.79 (\$898.88) | \$1,038.75 | \$1,111.46 |

Circulation

| | | | |
|-------------------------------------|--|-------------------|-------------------|
| Group D (Office Messenger) | \$330.44-\$385.29 (\$305.96-\$356.75) | \$353.57-\$412.26 | \$378.32-\$441.12 |
| Group AA (Subscriptions Analyst) | \$432.02-\$602.13 (\$400.02-\$557.53) | \$462.26-\$644.28 | \$494.62-\$689.38 |

District
Sales
Representative

| | | | |
|--|--|-------------------|-------------------|
| | \$510.65-\$818.82 (\$472.82-\$758.17) | \$546.39-\$876.14 | \$584.64-\$937.47 |
|--|--|-------------------|-------------------|

Editorial

| | | | |
|--|--|---------------------|---------------------|
| Group 1 Copy Messenger | \$416.98-\$463.43 (\$307.29-\$350.30) | \$446.17-\$495.87 | \$477.40-\$530.58 |
| Group DD (includes Reporter) | \$542.56-\$940.45 (\$502.37-\$870.79) | \$580.54-\$1,006.28 | \$621.18-\$1,076.72 |
| Group A (includes Editorial Writer) | \$982.93 (\$910.12) | \$1,051.73 | \$1,125.36 |

Maintenance-
Delivery

| | | | |
|--------|------------------------|----------|----------|
| Loader | \$462.06 (\$427.83) | \$494.40 | \$529.01 |
|--------|------------------------|----------|----------|

| | | | |
|-------------|------------------------|----------|------------|
| Electrician | \$897.59 (\$806.10) | \$960.42 | \$1,027.65 |
|-------------|------------------------|----------|------------|

Maximum rates for Copy Messenger and Office Messenger are reached after 1 year, for Junior Clerk after 3 years, for Subscriptions Analyst after 4 years and for Reporter after 6 years.

Shift Premium: Effective October 28, 1989, \$13 (\$11) for night shift for District Representative and Home Delivery Dispatcher for shifts starting between midnight and 5 a.m. and \$11 (\$9) for all other employees.

Paid Rest Period: 15 minutes every half of a shift (new).

Paid Maternity Leave: Effective January 1, 1990, wages equivalent to the UIC benefit for the 2 week waiting period.

Paid Holidays: Boxing Day is added for a total of 10 (9) days.

Paid Family Leave (new): 2 days' per year for family emergency.

Paid Vacation: Effective September 1, 1990, 4 weeks after 5 (7) years of service, 5 weeks after 13 (16).

Health and Welfare: Vision - Effective January 1, 1990, maximum claim is \$135 (\$100) every 2 years.
Dental - Effective January 1, 1990, employer pays 50% of the premium for caps and crowns (new). Coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1991, the 1989 ODA fee schedule. Effective January 1, 1992, the 1990 ODA fee schedule.

Pension Plan: Early Retirement - Eligible employees aged 55 may retire on a pension reduced by 6% per year (unchanged). Employee aged 60 or over may retire on a pension reduced by 4% per year (new).

Child Care Allowance (Editorial) (new): Maximum \$30 per night for up to 2 nights for employee on overnight travel with less than 24 hours notice.

Safety Shoe Allowance (Maintenance/Delivery): Maximum \$75 (\$65) per year.

Photographic Equipment Rental: Effective October 28, 1989, employer pays quarterly rental allowance of \$380 (\$300) for Photographer and \$180 (\$160) for Reporter/Photographer authorized to use own equipment.

Mileage Allowance: District Representative - Effective January 1, 1990, \$125 (\$98.26) per week for use of own vehicle plus 4.89¢ per kilometre over 400 kilometres per week (new).
Advertising - Effective January 1, 1990, \$310 (\$275.80) per month for use of own vehicle plus 8.89¢ (\$8.72¢) per kilometre for over 200 kilometres.

All Other Employees - 23.67¢ (23.21¢) per kilometre. Effective January 1, 1990, 26¢.

All mileage rates are adjusted quarterly after January 1, 1990, based on the Transportation item of the CPI for Toronto, using the third quarter average as the base.

Toronto Star Newspapers Limited at Toronto - Various Locals, Electrical Workers (IBEW), Graphic Communications Union, Machinists and Newspaper Guild (maintenance, printing and non-printing employees): Seven 30-month renewal agreements effective from July 1, 1989 to December 31, 1991, covering 2,243 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| Wages: | Effective | July 1/89 | July 1/90 | July 1/91 |
|-------------------|-----------|-----------|-----------|-----------|
| General Increases | | 8% | 7% | 4% |

Weekly Rates Non-printing Employees

| | | | |
|-------------------------|--|--------------------|--------------------|
| Office Messenger | \$388.96-\$440.66 (\$360.15-\$408.02) | \$416.19-\$471.51 | \$432.84-\$490.37 |
| District Representative | \$620.67-\$909.63 (\$574.69-\$842.25) | \$664.12-\$973.30 | \$690.68-\$1012.23 |
| Reporter | \$616.94-\$951.65 (\$571.24-\$881.16) | \$660.13-\$1018.27 | \$686.54-\$1059.00 |
| News Editor | \$1034.34 (\$957.72) | \$1106.74 | \$1151.01 |

Weekly Rates, Day Shift

Printing and Maintenance Employees

| | | | |
|------------------------------------|------------------------|----------|-----------|
| Journeyman Paperhandler | \$742.14 (\$687.17) | \$794.09 | \$825.85 |
| Journeyman Mailer | \$750.03 (\$694.47) | \$802.53 | \$834.63 |
| Journeyman Photo-Engraver | \$859.87 (\$797.36) | \$918.94 | \$955.05 |
| Journeyman Pressman and Platemaker | \$868.09 (\$803.79) | \$928.86 | \$966.01 |
| Journeyman Electrician | \$929.24 (\$860.41) | \$994.29 | \$1034.06 |

Maximum rate for Office Messenger is reached after two 6-month increases, for District Representative after 4 annual increases, and Reporter after 6 annual increases.

Lump Sum Settlement Pay: \$500 per employee.

Overtime Pay: Pre and Post Shift, Local 87, Newspaper Guild - Time and one-half for the first two and one half hours (unchanged) and double time thereafter (new).

Paid Paternity Leave (new): 1 day within 1 week of date of birth or adoption of a child.

Health and Welfare: LTD Indexing (new) - Effective January 1, 1990, payment for employee with 5 years of service in receipt of LTD benefit for more than 3 years will be adjusted as follows: 3/4 of 1% per percentage point increase in the CPI - 1981=100 for the previous 12 months January to January in each year, capped at 5% to be added to the difference between CPP and/or WCB offsets and the amount of the insured benefit.

Vision - Effective January 1, 1990, maximum claim is \$150 (\$120) per person every 2 years. One additional pair to a maximum of \$150 every 2 years for VDT users requiring special prescription glasses. Pro-rated for part-time employees (new).

Pension Plan: Basic Benefit - Effective January 1, 1990, base year is updated to 1987 (1985).

Early Retirement (new) - Effective January 1, 1990, employee age 62 may retire with no actuarial reduction.

Insertor Allowance (Newspaper Guild): 0.625¢ (0.5¢) per insert package counted.

Mileage Allowance: Effective January 1, 1990, 31¢ per kilometre for the first 5,000 kilometres and 25¢ for all subsequent kilometres. (Previously, floating rate of 26.2¢ per kilometre depending on the price of gasoline.)

Car Leasing Allowance Local 87, Newspaper Guild (new) - Advertising Salesperson required to use a vehicle may elect between operating personal vehicle at the mileage allowance rate with minimum 10,000 miles guaranteed, or to be provided with a leased vehicle at a cost not to exceed \$410 per month.,

Safety Shoe Allowance: \$65 (\$52) per year.

Tool Allowance: \$120 (\$90) per year for Local 353, Electrical Workers (IBEW), \$200 (\$175) per year for Local 87, Newspaper Guild and \$225 (\$200) per year, for Local 235, Machinists.

METAL FABRICATING

Emco Limited, Emco Products Division, previously London Factory Division at London - Local 2699, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 15, 1989 to August 15, 1992, covering 240 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| Wages: | Effective | Aug. 15/89 | Aug. 15/90 | Aug. 15/91 |
|--------------------|-----------|--------------------------|------------|------------|
| General Increases | | 5% with a minimum of 60¢ | 25¢ | 25¢ |
| COLA Fold-in | | 83¢ | | |
| General Labour | | \$11.97 (\$10.54) | \$12.22 | \$12.47 |
| Tool and Die Maker | | \$16.60 (\$14.98) | \$16.85 | \$17.10 |

Note: Previous rates reflect an incentive buyout of 50¢ per hour added during the previous agreement when incentive rates were eliminated.

COLA: 1¢ per 0.375 point increase in the CPI-1971=100, using the July 1990 index as the base. Adjusted quarterly. Capped at \$1.20. (Basic formula is unchanged. Previously capped at 50¢).

Shift Premium: 0-35¢-40¢ (0-29¢-32¢). Effective August 15, 1990, 0-40¢-45¢. Effective August 15, 1991, 0-45¢-50¢.

Lead Hand Premium: 45¢ (20¢) per hour.

Paid Vacation: 5 weeks after 24 (25) years of service. Effective June 30, 1991, 5 weeks after 23 years.

Health and Welfare: Life Insurance for Future Retirees (new) - Benefit is \$1,000 for employee with 10 years of service and \$1,500 for 20 years of service.

Weekly Indemnity - Benefit is \$240 (\$225). Effective August 15, 1990, \$255. Effective August 15, 1991, \$270.

Pension Plan: Basic Benefit - Accrued benefit up to December 31, 1989, increased by 2% per year of service after the first 10 years of service.

Money Purchase Plan (new) - Effective January 1, 1990, employer contributes 2.5% of employee's earnings with the employee contributing 3%. Present value of past service pension is converted into a lump sum and deposited into the employee's account in the new plan. Employee aged 55 or over has the option of not converting past service pension.

Safety Boot Allowance: Effective January 1, 1990, \$55 (\$50) per year for designated employees. Effective January 1, 1991, \$60. Effective January 1, 1992, \$65.

MACHINERY

MTD Products Limited at Kitchener - Local 1524, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from September 16, 1989 to September 14, 1991, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

| Wages: | Effective | <u>Sept. 16/89</u> | <u>Sept. 16/90</u> |
|---|--|--|---|
| General Increases | | 55¢ | 50¢ |
| Additional Adjustments | | 11¢-\$1.11 for certain classifications, new classifications added and some deleted | |
| Skilled Trades Adjustments | | 35¢-80¢ for certain classifications | 30¢-70¢ for certain classifications |
| Job Class 70 Order Picker (new) | | \$8.85 (new) | \$9.35 |
| Job Class 46 Warehouse Labour | | \$10.51 (\$9.96) | \$11.01 |
| Job Class 1 Tool and Die Maker (Top Die Repair) | | \$16.25-\$16.75 (\$15.05-\$15.55) | \$17.35-\$17.85 |
| | Maximum rate for Tool and Die Maker is reached with 10¢ increments every 45 days. | | |
| Shift Premium: | Will be computed by including incentive earnings. | | |
| Health and Welfare: | The following are effective from November 1, 1989 unless otherwise stated: | | |
| | <u>Life Insurance and AD & D</u> - Benefit is \$16,000 (\$15,000). Effective September 16, 1990, \$17,000. | | |
| | <u>LTD</u> - Maximum benefit is \$850 (\$800) per month. | | |
| | <u>Vision</u> - Maximum claim is \$75 (\$65) every 2 years for replacement lenses. | | |
| | <u>Dental</u> - Coverage is based on 1989 (1987) ODA fee schedule. | | |
| | <u>Continuation of Benefits</u> - Benefit coverage for Drugs, Vision and Dental continues for the month of lay-off and the following month for laid-off employee with 2 years seniority. | | |
| Pension Plan: | <u>Past Service Benefit</u> - Effective November 1, 1989, \$11 (\$10) for all past service from 1962-1989. Effective September 16, 1990 \$11.50 for all service from 1962-1990. | | |
| Paid Union Leave: | Maximum 40 hours' paid leave for safety training for all employees of the joint safety committee. (Previously, only safety committee chairperson.) | | |
| Safety Shoe Allowance: | \$35 (\$30) twice per contract year. | | |
| Prescription Safety Glasses: | Maximum benefit is \$45 (\$35). | | |

TRANSPORTATION

Toronto Transit Commission and Gray Coach Lines - Local 113, Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance employees):
A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 7,597 employees, settled by legislation*.
Duration of negotiations - 6 months.

* On October 12, 1989, legislation was passed ordering the parties to resume normal services following a work slowdown that began August 28th, and providing for non-binding arbitration/fact finding to attempt to resolve the key issue of part-time work. The parties reached a settlement on all other issues after the Bill was passed. A report with recommendations is required by June 30, 1990 if the parties are unable to settle the part-time issue. Following the release of the report, the parties are required by legislation to resume negotiations.

| Wages: | Effective | <u>July 1/89</u> | <u>July 1/90</u> |
|--------|--|---------------------------------------|------------------|
| | Increases | 7% except no increase to student rate | 7%* |
| | Wage Group 2 (includes Surface Labourer) | \$12.90-\$14.97 (\$12.06-\$13.99) | \$13.80-\$16.02 |
| | Wage Group 6 (includes Operator and Driver) | \$14.27-\$17.14 (\$13.34-\$16.02) | \$15.27-\$18.34 |
| | Wage Group 10 (includes Master Plumber) | \$17.22-\$20.01 (\$16.09-\$18.70) | \$18.43-\$21.41 |

Maximum rates are reached after 1 year.

*Conditional Wage Reopener if the Toronto CPI increases by more than 8.5% above the June 1990 index.

| | |
|-----------------------------|--|
| Shift Premium: | 42¢ (39¢) per hour. Effective July 1, 1990, 45¢. |
| Reporting Pay: | Effective October 18, 1989; \$4 for employee required to attend a complaint interview provided it is not noted on employee's record (new). |
| Paid Vacation: | Effective January 1, 1990, 6 weeks after 23 (24) years of service. |
| Paid Adoption Leave (new): | Effective January 1, 1990, 2 days' paid leave. |
| Paid Paternity Leave (new): | Effective January 1, 1990, 1 day to attend birth of child or homecoming of mother and child. |
| Bereavement Leave: | 4 (3) days' paid leave upon death of spouse, child or step-child. |

| | |
|-----------------------------------|--|
| Sick Leave: | Effective January 1, 1990, employee hospitalized for 5 or more days during a vacation of at least 1 week, is entitled, upon proof of hospitalization, to use sick leave benefits and may apply to reschedule these vacation days within the year (new). |
| Health and Welfare: | <u>LTD</u> - Additional \$60 (\$50) per month for employee in receipt of benefits prior to July 1, 1989, to a maximum monthly benefit of \$2,000. Effective July 1, 1990, maximum monthly benefit is \$2,500 for disability occurring on or after January 1, 1990. <u>Vision</u> - Effective January 1, 1990, maximum claim is \$175 (\$125) every 2 years. <u>Dental</u> - Coverage continues to be based on the current ODA fee schedule. |
| Safety Shoe Allowance: | \$60 per year for designated employees. Effective July 1, 1990, \$68 per year. (Previously, \$40 per year or \$78.15 every 2 years for shoes without steel shank, and \$43.85 per year or \$85.25 every 2 years for shoes with steel shank.) |
| Shortage Allowance: | Effective January 1, 1990, \$225 (\$210). Effective January 1, 1991, \$240. |
| Tool Allowance: | Effective January 1, 1990, 7% (6%) per year of value of required tool kit. |
| Job Security (Gray Coach) (new): | Employee displaced due to partial or full sale of Gray Coach Lines, may be transferred to any vacancy, if qualified, including TTC vacancies, at their current classification level, in order of seniority. Employee transferred to a lower classification will continue to receive regular rate for up to 6 months. <u>Relocation Allowance (new)</u> : - Employer will allocate a maximum of \$200,000 for all present resident drivers operating outside of Metropolitan Toronto. Maximum \$5,000 per driver for other reasonable expenses incurred when exercising transfer rights. |
| Severance Pay (Gray Coach) (new): | \$750 per year of continuous service for employee with less than 20 years of service and \$1,000 per year for employee with 20 years, for employee electing not to transfer to the TTC. |

Toronto Transit Commission - Local 2, Canadian Union of Public Employees (CLC) (electrical and technical employees): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 250 employees, settled by legislation*. Duration of negotiations - 6 months.

*See settlement for Local 113, Transit Union.

| Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> |
|--------------------------------------|---------------------------------------|------------------|
| Increases | 7% except no increase to student rate | 7%* |
| Wage Group 3 (includes Truck Driver) | \$13.18-\$15.37 (\$12.32-\$14.36) | \$14.10-\$16.45 |

| | | |
|---|--------------------------------------|-----------------|
| Wage Group 10 (includes Electrician Grade 1) | \$19.67-\$20.17 (\$18.38-\$18.85) | \$21.04-\$21.58 |
| Wage Group 12 (includes C.I.S. Technician Grade 1) | \$20.76-\$21.29 (\$19.40-\$19.90) | \$22.21-\$22.78 |

Maximum rates are reached after 1 year.

*Conditional Wage Reopener if the Toronto CPI increases by more than 8.5% above the March 1990 index.

Other terms are similar to those reported above for Local 113, Transit Union, with changes effective on April 1, 1989 and April 1, 1990, respectively.

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough City Public Utilities Commission, Construction-Unit #1 - Local 1, Utility Workers (CLC): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

| Wage: | Effective | April 1/89 | Apr. 1/90 | Sept. 1/90 |
|---------------------------------|-----------|--------------------------------------|-----------------|------------------------|
| General Increases | | 6.9% | 6.0% | 0.7% non-compounded |
| Construction Clerk | | \$13.97-\$14.56 (\$13.07-\$13.62) | \$14.81-\$15.43 | \$14.91-\$15.53 |
| Journeyman Lineman | | \$20.90 (\$19.55) | \$22.18 | \$22.33 |
| SCADA Maintenance Analyst | | \$21.28-\$22.09 (\$19.91-\$20.66) | \$22.56-\$23.42 | \$22.71-\$23.57 |

Maximum rates for Construction Clerk and SCADA Maintenance Analyst are reached after 12 months.

COLA: 1% per full 1% change in the Toronto CPI - 1981=100, using the April 1990 index as the base. Triggered at 7.7% (5.25%). Adjusted monthly. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-40¢-43¢ (0-30¢-33¢).

Equipment
Operator
Premium: 25¢ (15¢) per hour for employee operating a vehicle with air brakes, 40¢ (30¢) per hour for a truck-trailer combination or pole placement equipment, 50¢ (40¢) per hour for a backhoe and 25¢ per hour for a hydraulic brake equipped H12 vehicle (new).

Paid Holidays: 1 floating day is added in 1989 only to be taken in lieu of Remembrance Day which fell on a Saturday (new). Effective April 1, 1990, 1 floating day is added for a total of 13 (12) days.

Paid Vacation: 3 weeks after 2 (3) years of service and 30 days after 24 (25) years.

Bereavement Leave: 5 (3) days' paid leave upon death of child.

Health and Welfare: Vision - Maximum claim is \$100 (\$80) per person every 2 years.
Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective January 1, 1990, plan is extended to include crowns and bridgework with 50%-50% co-insurance and a maximum annual claim of \$500 per family member (new).

Meal Allowance: \$10 for employees required to remain at the job site for lunch period (new). \$7.50 (\$6.50) after 1 hour of overtime or 4 hours of call back or within 30 minutes of each additional 4 hours. Effective April 1, 1990, \$8.

Safety Boot Allowance: \$80 for all employees. (Previously, \$65 for construction employees and \$50 for stockkeepers and system operators.)

RETAIL TRADE

National Grocers Co. Ltd., Transport Division, at Toronto - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 16, 1989 to April 15, 1992, covering 275 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

| Wages: | Effective | Apr. 16/89 | Apr. 15/90 | Apr. 14/91 |
|-------------------------|-----------|---------------------------------------|--|------------------|
| General Increases | | \$1 | \$1 | \$1 |
| Additional Adjustments | | | \$1 for Lead Hand Mechanic and Mechanic/Bodyman | |
| <u>Garage Employees</u> | | | | |
| <u>Day Shift</u> | | | | |
| Washer | | \$10.69-\$16.386 (\$9.69-\$15.386) | \$11.69-\$17.386 | \$12.69-\$18.386 |
| Mechanic/ Bodyman | | \$18.666 (\$17.666) | \$20.666 | \$21.666 |

Maximum rate for Washer is reached after 12 months.

Retroactive Pay: Payable to employee on Weekly Indemnity, WCB, or for retirements effective April 15, 1989 (new).

Overtime Pay: Double time (time and one-half) per hour worked on Friday and Sunday nights for afternoon and night drivers.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario Catholic Occasional Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| | | |
|--------|-----------|--|
| Wages: | Effective | Sept. 1/89 |
| | Increase | \$16.85 per day for Casual Occasional Teacher without Degree; \$6.35 for Teacher with Degree |

Daily Rates*

Casual Occasional Teacher

| | |
|----------------|------------------------|
| Without Degree | \$112.05 (\$95.20) |
| With Degree | \$123.92 (\$117.57) |

* Daily rates include holiday and vacation pay.

Essex County Board of Education at Essex - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 476 employees, settled at the post mediation bargaining stage. Duration of negotiations - 8 months.

| | | | |
|----------------------------|--|--|-------------------|
| Wages: | Effective | Sept. 1/89 | Feb. 1/90 |
| | General Increases | 4.5% | 1.4% |
| | Teacher-Category 1 0-10 years | \$26,610-\$45,425 (\$25,470-\$43,480) | \$26,980-\$46,060 |
| | Teacher-Category 4 0-10 years | \$31,410-\$55,400 (\$30,065-\$53,030) | \$31,850-\$56,175 |
| | Vice-Principal 0-3 years | \$61,075-\$65,440 (\$58,460-\$62,640) | \$61,925-\$66,355 |
| | Principal 0-3 years | \$68,410-\$74,100 (\$65,485-\$70,930) | \$69,370-\$75,135 |
| Responsibility Allowances: | Director and Co-ordinator Central Office | \$3,805 (\$3,640) | \$3,855 |
| | Major Department Head | \$3,510 (\$3,360) | \$3,560 |

| | | |
|-----------------------|----------------------|---------|
| Minor Department Head | \$1,975 (\$1,890) | \$2,000 |
| Assistant Head | \$1,540 (\$1,475) | \$1,560 |

Paid Adoption Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Related Trade or Professional Experience Allowance: Increased in accordance with general salary increases.

Graduate Degree Allowance: \$780 (\$745) for a Masters degree or equivalent and \$1,015 (\$970) for Ph.D. Effective February 1, 1990, \$790 and \$1,030, respectively.

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Sept. 1/89

Increases 5.97% for Teachers,
Vice-Principals, Co-ordinators
and Area Supervisors,
6.27%-6.29% for Principals

Teacher-Category 1
0-11 years \$26,400-\$44,162
(\$24,913-\$41,674)

Teacher-Category 4
0-11 years \$31,682-\$56,405
(\$29,897-\$53,227)

Vice-Principal
0-2 years \$63,896-\$66,934
(\$60,296-\$63,163)

Co-ordinator and
Area Supervisor
0-2 years \$65,345-\$70,126
(\$61,664-\$66,175)

Principal
0-2 years \$70,012-\$75,346
(\$65,868-\$70,901)

Responsibility Allowances: Staff Assistant \$5,619 (\$5,302)

Major Head, Alternative
Program Leader, Consultant
and Adjustment Counsellor \$3,921 (\$3,700)

Library-Certified \$2,268-(\$2,140)

Assistant to the Head \$1,960 (\$1,850)

Co-ordinator for
Co-op Education \$1,907 (\$1,800)

| | | |
|--|--|--|
| | Outdoor Education Resource Teacher | \$1,181 (\$1,114) |
| | Library-Uncertified | \$939 (\$886) |
| | Teacher/German & Latin | \$782 (\$738) |
| | Senior Technical Education Teacher | \$625 (\$590) |
| | Computer Liaison | \$667 (\$629) |
| Special Allowances (vocational): | Teacher | \$794 (\$749) |
| | Assistant to Principal | \$3,921 (\$3,700) |
| | Computer Liaison/ Co-ordinator | \$389 (\$367) |
| Special Education Allowance (vocational): | \$265 (\$250) for an elementary certificate, \$529 (\$499) for an intermediate certificate and \$794 (\$749) for a specialist certificate and \$378 (\$357) per year for A.R.C.T., A.T.C.M., A.O.C.A. or C.M.A. diploma. | |
| Post Graduate Degree Allowance: | \$757 (\$714) per year for the first and an additional \$629 (\$594) per year for the second. | |
| Related Experience Allowance: | \$400 (\$300) per year of experience to a maximum of \$3,200 (\$2,400). | |
| Special Assignment Allowance: | The greater of current salary plus allowance or grid salary plus \$119 (\$112) per month. | |
| Continuing Education Allowances: | Night School | - \$28.85 (\$26.50) per hour. - Independent Home Study - \$28.85 (\$26.50) per hour - Supervisors - \$3,906 (\$3,686) - Assistant Supervisors - \$3,508 (\$3,310) - Principal - \$446 (\$421) per year |
| | Summer School | - New credit Course - \$3,174 (\$2,915) - Remedial Course - 1 course \$1,587 (\$1,458) - 2 course \$3,174 (\$2,915) |
| | Co-Principals of Summer School | - \$1,823 (\$1,720) |
| | Subject Co-ordinator | - \$3,174 (\$2,915) |
| Health and Welfare: | <u>Vision</u> - Maximum claim \$150 (\$125) every 2 years. | |
| | <u>Major Medical for Retirees</u> - Maximum benefit is \$15,000 (\$10,000). | |
| | <u>Dental</u> - Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1990, the 1990 ODA fee schedule. 85%-15% (75%-25%) co-insurance for basic services. Employer pays 50% of premium costs for major restorative services and orthodontic services with 60%-40% co-insurance for major restorative services and 50%-50% co-insurance for orthodontic services and a maximum annual claim of \$1,500 per person (new). | |

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,486 employees, settled with mediation assistance. Duration of negotiations - 9 1/2 months.

| Wages: | Effective | Sept. 1/89 | Sept. 1/90 |
|--------|--|--|-------------------|
| | General Increases | 5.7% | 5%* |
| | Teacher- Category D 0-9 (0-10) years | \$21,726-\$30,445 (\$20,554-\$28,803) | \$22,812-\$31,967 |
| | Teacher- Category A1 0-10 years | \$25,031-\$42,389 (\$23,685-\$40,109) | \$26,282-\$44,508 |
| | Teacher- Category A4 0-10 years | \$30,627-\$56,160 (\$28,982-\$53,141) | \$32,158-\$58,968 |
| | Vice Principal 0-1 years | \$59,292-\$61,027 (\$56,095-\$57,736) | \$62,256-\$64,078 |
| | Principal and Program Supervisor 0-2 years | \$63,425-\$66,918 (\$60,015-\$63,321) | \$66,596-\$70,263 |

*Increase to equal the percentage increase in the Ontario CPI, comparing the April 1989 index to the April 1990 index. Capped at 3%.

Effective June 1991, increase to equal the percentage increase in the Ontario CPI, comparing the April 1990 index to the April 1991 index. Triggered at 5% and capped at 8%.

Responsibility Allowances: Increased by 5.3%.

Extra Degree Allowance: \$935 (\$850).

Paid Maternity/Adoption Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Paid Leave of Absence: Up to 1 day's paid leave to attend convocation of spouse, child or parent, employee's wedding or wedding of child friend or near relative and for personal business (new).

Health and Welfare: The following provisions are effective November 1, 1989 unless stated otherwise.

Life Insurance - Employer pays 80% (75%) of premium costs. Benefit is two and one-half times annual earnings to a maximum of \$200,000 (\$130,000). Effective September 1, 1990, employer pays 85% of premium costs.

Life Insurance for Dependents - Benefit is \$20,000 (\$15,000) for spouse and \$10,000 (\$5,000) for dependent child to age 21.

LTD - Employer pays 80% of premium costs. Maximum monthly benefit is \$6,000 (\$3,822). Effective September 1, 1990 employer pays 85% of premium costs.

Major Medical - Employer pays 80% of premium costs. Effective September 1, 1989, coverage provides up to \$20 (\$15) per visit to a certified/licensed physiotherapist, ophthalmologist, optometrist or masseur. Effective September 1, 1990 employer pays 85% of premium costs.

Drugs - Prescription coverage is 100% (90%).

Vision (new) - Employer pays 80% of premium costs for full-time employees and 40% of premium costs for part-time employees. Maximum claim is \$150 per person every 2 years. Effective September 1, 1990 employer pays 85% and 42.5% of premium costs respectively.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Employer pays 80% (75%) of premium costs. 75%-25% (50%-50%) co-insurance for endodontic and periodontic services and 60%-40% (50%-50%) co-insurance for restorative services. Maximum lifetime claim is \$2,000 (\$1,500) for orthodontic services. Plan is extended to include pits and fissures. Effective September 1, 1990, employer pays 85% of premium costs.

Paid Preparation Time: Minimum 120 (100) minutes per 5-day cycle. Effective September 1, 1990, minimum 160 minutes per 6-day cycle. Effective September 1, 1991, minimum 180 minutes.

Niagara South Board of Education at Welland - Ontario Public School Teachers' Federation (Ind.) (occasional teachers): A 36-month renewal agreement effective from September 1, 1989 to August 31, 1992, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| Wage: | Effective | Sept. 1/89 | Sept. 1/90 | Sept. 1/91 |
|-----------|-----------|---|--|---|
| Increases | | \$5.48 for teacher without degree and OTC*, \$11.68 for teacher with OTC and without degree and \$16.68 for teacher with OTC and degree | \$5 for teacher with OTC and without degree and for teacher with OTC and degree only | \$1.68 for teacher without degree and OTC and \$5 for teacher with OTC and without degree and teacher with OTC and degree |

Daily Rates**

Casual Occasional Teacher

| | | | |
|--|----------------------|---------|-------|
| Without a degree and without OTC certification (new) | \$93.32 (\$87.84) | \$93.32 | \$95 |
| Without a degree but with OTC certification | \$105 (\$93.32) | \$110 | \$115 |
| With a degree and OTC certification | \$110 (\$93.32) | \$115 | \$120 |

* Daily rates include 4% vacation and holiday pay.

** Ontario Teachers Certificate.

Extended Occasional Teacher - Effective November 1, 1989, a teacher assigned for a period of 11 (20) or more consecutive teaching days as a replacement for a teacher with a permanent or probationary contract, receives daily rate in accordance with current salary grid for full-time teachers.

Payment in Lieu of Fringe Benefits (new): \$2 per day.

Oxford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

| | | |
|--------|--------------------------------|--|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | General Increase | 5.2% |
| | Teacher-Level D 0-6 years | \$20,814-\$27,799 (\$19,785-\$26,425) |
| | Teacher-Level A1 0-11 years | \$26,289-\$43,449 (\$24,990-\$41,301) |
| | Teacher-Level A4 0-11 years | \$31,099-\$55,757 (\$29,562-\$53,001) |
| | Principal-Level D 0-4 years | \$35,613-\$41,755 (\$33,853-\$39,691) |
| | Principal-Level A 0-4 years | \$49,731-\$57,097 (\$47,273-\$54,275) |

Responsibility Allowances: Increased in accordance with the general salary increases.

Principal's Responsibility Allowance: \$9,391 per year. (Previously, \$8,927 per year for 9.0 and over teachers supervised and \$7,652 for 8.9 and under.)

Personal Leave: 2 (1) days' paid leave per school year for personal hardship.

Special Leave: Mother and father is added to the provisions for up to 2 days' paid leave per school year for emergency illness or accident (new).

Paid Union Leave: 25 (20) days leave for Branch Affiliate activities.

Health and Welfare: Vision - Effective November 1, 1989, maximum claim is \$150 (\$125) per person every 2 years.

Dental - Effective January 1, 1990, employer pays 85% (80%) of premium costs.

Renfrew County Board of Education at Pembroke - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 410 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Sept. 1/89

General Increase 5.1%

Teacher-Category D \$19,309-\$24,995
0-5 years (\$18,372-\$23,782)

Teacher-Category A1 \$23,520-\$44,691
0-11 years (\$22,351-\$42,523)

Teacher-Category A4 \$30,580-\$55,272
0-12 years (\$29,097-\$52,590)

Responsibility Allowances: Increased by 5.1% except \$870 (\$294) per year for Principal's Alternate.

Health and Welfare: Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits for the lesser of the first 17 weeks or the duration of the leave for employee on maternity/adoption leave (new).

Dental - Employer pays 60% (50%) of premium costs. For Teacher working less than 60% of full-time, employer pays 30% (25%) of premium costs. Coverage is based on the 1988 (1986) ODA Fee Schedule.

Paid Union Leave: 30 (15) days for President of Branch Affiliate if half-time leave provision is not utilized.

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC) (custodian and maintenance employees): A 36-month renewal agreement effective from May 1, 1989 to April 30, 1992, covering 222 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

| Wages: | Effective | May 1/89 | May 1/90 | May 1/91 |
|---------------------|--|-----------------------------|----------|----------|
| | General Increases | 5% | 5% | 5% |
| | Additional Adjustments | 2 new classifications added | | |
| | COLA fold-in | 19¢ | | |
| | Custodian | \$14.52 (\$13.64) | \$15.25 | \$16.01 |
| | Preventive Maintenance | \$15.86 (\$14.91) | \$16.65 | \$17.48 |
| COLA: | 1¢ per 0.3 point change in the CPI - 1971=100, using the March 1991 index as the base. Triggered at 5%. Adjusted and folded in quarterly. (Basic formula is unchanged.) | | | |
| Shift Premium: | 0-35¢ (0-30¢-33¢) | | | |
| Paid Holidays: | Effective December 1990 only, 2 additional floating days are added between Christmas Eve Day and New Year's Day for a total of 15 (13) days. | | | |
| Paid Vacation: | 3 weeks after 3 (4) years of service and 6 weeks after 29 (30) years. Pro-rated based on actual months worked for employee on lay-off or unpaid leave of absence (new). Non-cumulative vacation entitlement for employee absent from work due to illness or accident based on a maximum of 52 weeks of WCB payments or sick leave and vacation, reduced if more than 52 weeks (new). | | | |
| Bereavement Leave: | Up to 3 days' paid leave to attend funeral of spouse's grandparent (new). | | | |
| Health and Welfare: | The following changes are effective from November 1, 1989 unless stated otherwise. | | | |
| | <u>Life Insurance</u> - Benefit is \$40,000 (\$35,000). Effective May 1, 1990 and 1991, \$45,000 and \$50,000 respectively. | | | |
| | <u>Major Medical</u> - Coverage is extended to include improved out-of-Canada coverage. | | | |
| | <u>Drug Plan</u> - \$1 (35¢) deductible per prescription. Now covers generic drugs unless otherwise specified by physician. | | | |
| | <u>Vision</u> - Maximum claim is \$100 (\$80) every 2 years. | | | |
| | <u>Hearing Aid (new)</u> - Maximum claim is \$400 every 5 years. | | | |
| | <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Plan is extended to include orthodontic coverage for dependent child to age 19 with 50%-50% co-insurance and a maximum lifetime claim of \$1,000. Effective May 1, 1990, \$1,300. | | | |

Continuation of Benefits- Employer continues to pay its share of premium costs for employee on LTD in lieu of sick leave (new).

Continuation of Benefits for Retirees - Coverage continues to equal that of active employee, except no orthodontic and life insurance coverage.

Meal Allowance: \$6 (\$4) after 2 hours' overtime following regular shift.

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (support staff): A 24-month renewal agreement effective from September 1, 1989, to August 31, 1991, covering 5,630 employees, settled at the post mediation bargaining stage. Duration of negotiations - 6 months.

| | | | |
|--------|--------------------------------------|--------------------------------------|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | General Increases | 6% | 6% |
| | Payband I (includes Clerk General A) | \$10.53-\$11.36 (\$9.93-\$10.72) | \$11.16-\$12.04 |
| | Payband 14 (Systems Analyst) | \$23.83-\$25.85 (\$22.48-\$24.39) | \$25.26-\$27.40 |

Maximum rates are reached after 3 years.

Shift Premium: Effective April 1, 1991, 0-45¢-60¢ (0-40¢-55¢).

Paid Vacation: Effective June 30, 1991, 26 days after 17 years of service, 27 days after 19 years, 28 days after 21 years, 29 days after 23 years and 30 days after 25 years (new).

Paid Adoption Leave (new): 2 weeks at 93% of weekly wage, plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit.

Health and Welfare: Major Medical - Employer will pay for Hepatitis "B" vaccine if required when not covered by OHIP (new).

Dental - Effective January 1, 1990, coverage is based on the 1989 ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Continuation of Benefits - Employer pays its portion of premium costs for health and welfare benefits during the first 17 weeks of adoption leave (new) and for the duration of disability for employee on LTD. (Previously, for a maximum of 2 years.)

Payment in Lieu of Fringe Benefits (casual and temporary employees): Casual or Temporary Employees - Effective April 1, 1991, 5% (4%) including vacation and holiday pay.

Job Security: Retraining - Employer will provide training in the form of credit courses or other courses at a nominal fee of \$20 per course for laid off employee for up to 3 years (new).

Severance Pay: 1 week's pay per year of service to a maximum of 26 (18) weeks.

Central Negotiating Committee: Maximum 7 (5) days paid at regular rate for negotiating meetings.

Carleton University at Ottawa - Local 2424, Canadian Union of Public Employees (CLC) (full-time and part-time clerical, technical and administrative employees): A 12-month renewal agreement effective from July 1, 1989 to June 30, 1990, covering 700 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages: Effective July 1/89

| | |
|--|--|
| General Increase | 5.25% |
| Level 2 (includes Mail Clerk) | \$17,549-\$19,329 (\$16,677-\$18,365) |
| Level 12 (includes Technical Supervisor) | \$45,591-\$50,211 (\$43,318-\$47,706) |

Maximum rates are reached after 4 step increases. (Previously, after 4 merit increases.)

Shift Premium: 70¢ (50¢) per hour when majority of hours worked fall between 3 p.m. and 12 midnight and \$1 (60¢) per hour between 11 p.m. and 8 a.m.

Paid Vacation: 16 days after 5 (6) years of service, 17 days after 6 (7) years, 18 days after 7 (8) years, 19 days after 8 (9) years, 20 days after 9 (10) years, 21 days after 10 years (new), 22 days after 14 (15) years, 23 days after 15 years (new), 24 days after 16 years (new) and 25 days after 17 (18) years.

Bereavement Leave: Up to 5 (3) days' paid leave upon death of parent, step/foster parent, brother, sister, spouse, child, step/foster child, ward, grandchild, grandparent and father/mother-in-law and 3 (1) days for sister/brother/son/daughter-in-law.

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective March 1, 1990, plan is extended to include partial major restorative services and orthodontic services with a maximum lifetime claim of \$1,000 (new).

Career Development Fund: Employer contributes \$12,000 per year. (Previously, \$1,400 per month to the Union Staff Training Fund.)

Laurentian University at Sudbury - Faculty Association (Ind.): A 36-month renewal agreement effective from July 1, 1989 to June 30, 1992, covering 295 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 1/2 months.

| Wages: | Effective | <u>July 1/89</u> | <u>Jan. 1/90</u> | <u>July 1/90</u> |
|--------|---------------------|---|-------------------|-------------------|
| | General Increases | 6.5% | 1% | 6% |
| | <u>Annual Rates</u> | | | |
| | Instructor | \$23,520-\$34,662 (\$22,084-\$32,546) | \$23,755-\$35,009 | \$25,180-\$37,110 |
| | Full Professor | \$58,080-\$92,619 (\$54,535-\$86,966) | \$58,661-\$93,545 | \$62,181-\$99,158 |
| | Effective | <u>Jan. 1/91</u> | <u>July 1/91</u> | <u>Jan. 1/92</u> |
| | General Increases | 2% | * | ** |
| | Instructor | \$25,684-\$37,852 | | |
| | Full Professor | \$63,425-\$101,141 | | |

*Increase to be based on the CPI for the 12 month period May 1, 1990 to April 30, 1991, as shown below:

- 1) 5% if the CPI is 5% or less.
- 2) CPI rate if the CPI is greater than 5% but not more than 6%.
- 3) 5% plus one-half of the CPI value between 6% and 8% if the CPI is greater than 6% but not more than 8%.
- 4) 7% if the CPI is greater than 8%.

** Effective January 1, 1992, 2%.

Teaching Overload Pay: Effective September 1, 1989, \$5,400 (\$5,000) per full course and \$2,700 (\$2,500) per half-course in excess of regular teaching workload. Effective September 1, 1990, \$5,800 and \$2,900 respectively. Effective September 1, 1991, \$6,200 and \$3,100 respectively.

Professional Allowance: \$980 (\$925) for expenses related to academic research or professional purposes for full-time employee. Effective July 1, 1990, \$1,040. Effective July 1, 1991, \$1,100.

Metropolitan Toronto Library Board - Local 1582*, Canadian Union of Public Employees (CLC) (temporary, full-time and part-time librarians, library assistants, maintenance, office and clerical employees):
A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Merged with Locals 1806 and 2758.

| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
|--------|---------------------------------|---|-------------------|
| | General Increases | 7% | 7%* |
| | Code A (Finishing Assistant) | \$18,963-\$21,337 (\$17,772-\$19,941) | \$20,290-\$22,831 |

| | | |
|------------------------------------|--|-------------------|
| Code E (Librarian Assistant) | \$27,545-\$31,209 (\$25,743-\$29,167) | \$29,473-\$33,394 |
| Senior Collection Librarian | \$38,662-\$44,521 (\$36,133-\$41,608) | \$41,368-\$47,637 |

Maximum rates are reached on merit.

*Conditional wage reopener if the Toronto CPI increases by more than 8.5% above the December 1989 index.

| | |
|----------------------------|--|
| Shift Premium (Unit C): | 52¢ (48¢) per hour when the majority of hours worked fall between 4 p.m. and 8 a.m. Effective January 1, 1990, 56¢. |
| Paid Vacation: | Effective September 1, 1989, 6 weeks after 23 (24) years of service. |
| Sick Leave: | Employee's sick leave bank will be credited with 1 (3/4) day for each day used, prior to the WCB's approval of a claim. Employer will supplement the WCB payment to equal employee's regular wage when employee is unable to return to work. (Previously, supplement was equal to sick leave entitlement, less 1/4 day for each day of sick leave.) |
| Paid Union Leave: | 1 (1/2) hour per week for steward to acquaint new employee with union procedures and 12 hours per week for local executive. (Previously, 4 hours per week for local 1582 executive, 3 hours for local 1806 President and 2 hours for local 2758 President.) |
| Health and Welfare: | Effective September 1, 1989, eligibility for health and welfare benefit coverage is 3 (4) months of service for full-time and temporary employees. <u>LTD</u> - Effective September 1, 1989, maximum benefit is \$3,000 (\$2,500) per month. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective September 1, 1989, maximum lifetime claim for orthodontic services is \$3,000 (\$2,000). <u>Continuation of Benefits</u> - Effective September 1, 1989, employer pays 100% (50%) of the premium costs of health and welfare benefit coverage for employee on LTD. Benefit coverage continues for employee on maternity or adoption leave for a maximum of 24 (17) weeks. Benefit coverage is extended to the surviving spouse of an early retiree, until the deceased employee's 65th birthday. |
| Technological Change: | Employee transferred to a lower paid classification due to technological change, will continue receiving the higher wage for 12 (6) months. |

HEALTH AND WELFARE SERVICES

Kitchener-Waterloo Hospital at Kitchener - Local 220, Service Employees

International (AFL-CIO/CLC) (full-time service employees): A 7-month first agreement effective from October 16, 1989 to May 26, 1990, covering 350 employees, settled by arbitration. Duration of negotiations - 17 months.

| Wages: | Effective | <u>May 27/88</u> | <u>Jan. 6/89</u> | <u>Jan. 6/90</u> |
|--------------------|--|--|-------------------|-------------------|
| | General Increases | 10¢ | 60¢ | 25¢ |
| | Service 3 (includes Nurse Aide) | \$10.395-\$10.709 (\$10.295-\$10.609) | \$10.995-\$11.309 | \$11.245-\$11.559 |
| | Service 9 RNA | \$11.805-\$12.155 (\$11.705-\$12.055) | \$12.405-\$12.755 | \$12.655-\$13.005 |
| | Service 13 (includes Electrician) | \$13.768-\$14.248 (\$13.668-\$14.148) | \$14.368-\$14.848 | \$14.618-\$15.098 |
| | Maximum rates are reached after two annual increases. | | | |
| Hours of Work: | 37 1/2 hours per week, 7 1/2 hours per shift. | | | |
| Shift Premium: | 0-45¢-45¢. | | | |
| Paid Rest Periods: | Two 15-minute rest periods in each half of shift for 7 1/2 hour shifts and 15 minutes every 4 hours for shifts other than 7 1/2 hours. | | | |
| Overtime Pay: | Time and one-half for all hours worked in excess of 7 1/2 hours per day or 37 1/2 hours per week. | | | |
| Call-Back Pay: | Minimum 4 hours' pay at time and one-half the regular straight time hourly rate or time off in lieu. | | | |
| Reporting Pay: | Minimum 4 hours' pay at regular straight time hourly rate. | | | |
| Standby Pay: | \$2.10 per hour. | | | |
| Acting Pay: | 10% of regular straight time rate in addition to regular rate for employee assigned to responsibilities outside of the bargaining unit. | | | |
| Paid Holidays: | New Year's Day, 2nd Monday in February, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, and 1 floating day are recognized for a total of 12 days. | | | |
| Holiday Pay: | Time and one-half the regular straight time rate plus a lieu day for work on a paid holiday. | | | |
| Paid Vacation: | 2 weeks after 1 year of service, 3 weeks after 3 years, 4 weeks after 8 years, 5 weeks after 15 years and 6 weeks after 25 years. | | | |
| Bereavement Leave: | Up to 3 days paid leave upon death of spouse, common-law spouse, child, step-child, parent, step-parent, brother, sister, grandparent, spouse's grandparent, grandchild, mother/father-in-law, son/daughter-in-law, sister/brother-in-law. | | | |
| Maternity Leave: | Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after the 2-week waiting period. | | | |

| | |
|--------------------------------|--|
| Jury Duty/Crown Witness Leave: | Employee receives the difference between regular wages and fees received. |
| Health and Welfare: | <u>Life Insurance</u> - Employer pays 100% of premium costs. Benefit is 2 times annual salary. <u>OHIP</u> - Employer pays 100% of premium costs. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. <u>LTD</u> - Employer pays 75% of the premium costs under the HOODIP or similar plan. <u>Major Medical</u> - Employer pays 75% of premium costs. Deductibles are \$10 for single coverage and \$20 for family coverage. <u>Hearing</u> - Maximum claim is \$300 per person. <u>Vision</u> - Maximum claim is \$60 per person every 2 years. <u>Dental</u> - Employer pays 50% of premium costs. Coverage is based on the 1986 ODA fee schedule. Effective April 1, 1989, the 1987 ODA fee schedule. Effective April 1, 1990, employer pays 75% of premium costs. Coverage is based on the 1988 ODA fee schedule. <u>Continuation of Benefits</u> - Coverage continues for vacation, health and welfare benefits and HOODIP for up to 15 weeks while employee is on sick leave or WCB. |
| Pension Plan: | Previous pension plan will continue (no other details at this time). |
| Clothing Allowance: | Maximum \$60 per year. |
| Mileage Allowance: | 25¢ per kilometre when required to use own car during the course of duty. |

Ottawa-Carleton Regional Health Unit at Ottawa - Employees Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 350 employees settled by arbitration. Duration of negotiations - 8 1/2 months.

| | | | |
|--------|--|--------------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General Increases | 9.2% | 4% |
| | Group 1 (RNA) | \$12.75-\$15.00 (\$11.68-\$13.74) | \$13.27-\$15.60 |
| | Group 12 (Health Planning Officer) | \$23.86-\$28.47 (\$21.85-\$26.07) | \$24.82-\$29.60 |

Maximum rates are reached on merit.

| | |
|-----------------------|---|
| Paid Maternity Leave: | Effective January 1, 1990, maximum 15 weeks at the difference between 93% of wages and the UIC benefit, paid after a 2-week waiting period (new). |
|-----------------------|---|

Health and Welfare: Dental - Effective November 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule.

Mileage Allowance: Effective November 1, 1989, minimum \$60 per month and 32.1¢ per kilometre for employee required to use own vehicle during the course of duty. (Previously, \$106 per month and 23¢ per kilometre.)

Ottawa and District Association for the Mentally Retarded at Ottawa - Local 1521, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 12-month renewal agreement effective from April 1, 1989 to March 31, 1990, covering 340 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages: Effective April 1/89

General Increase 4%

Annual Rates
35 hours per week

| | |
|------------------|--|
| Copy Clerk | \$16,803-\$18,535 (\$16,157-\$17,822) |
| Social Worker IV | \$33,407-\$37,255 (\$32,122-\$35,822) |

Maximum rates are reached after 3 years.

LOCAL ADMINISTRATION

Hamilton City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 464 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

| | | | |
|--------|---------------------------|------------------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 2% |
| | <u>Annual Rates</u> | | |
| | Fire Fighter III Class | \$34,497.18 (\$32,854.46) | \$35,187.12 |
| | Fire Fighter I Class | \$43,121.47 (\$41,068.07) | \$43,983.90 |
| | Platoon Chief | \$59,575.69 (\$56,738.75) | \$60,767.20 |

Overtime Pay: Payable for off duty hours spent completing examinations for advancement from one rank to another (new).

Paid Holidays: Effective in 1990, 1 lieu day is added to be designated as Heritage Day for a total of 13 (12) days.

Paid Vacation: Effective in 1990, 4 weeks after 7 (9) years of service, 5 weeks after 15 (17) years, 5 weeks plus 1 additional day for each year of service after 18 (20) years up to 21 (23) years, 6 weeks after 24 (25) years and 7 weeks after 27 years (new).

Health and Welfare: Hearing - Maximum claim is \$300 (\$200) per person every 3 consecutive calendar years.
Dental - Maximum lifetime orthodontic claim is \$2,000 (\$1,500) for dependant child to age 18.

Parking Allowance (new): Employer pays 50% of monthly parking rate to a maximum of \$20 for employees stationed at the Central Fire Station.

Ottawa City Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 570 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | |
|---------------|--------------------------------|--------------------------------------|-------------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>July 1/89</u> |
| | General Increases | 5% | 2% |
| | <u>Annual Rates</u> | | |
| | Constable 3rd Class | \$34,299.94 (\$32,666.61) | \$34,985.94 |
| | Constable 1st Class | \$43,438.50 (\$41,370.09) | \$44,307.27 |
| | Senior Sergeant | \$57,446.52 (\$54,710.97) | \$58,595.45 |
| | Effective | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 5% | 2% |
| | Constable 3rd Class | \$36,735.23 | \$37,469.94 |
| | Constable 1st Class | \$46,522.63 | \$47,453.09 |
| | Senior Sergeant | \$61,525.22 | \$62,755.72 |

The following provisions are effective October 12, 1989 unless stated otherwise.

Paid Vacation: 5 weeks after 16 (18) years of service.

Bereavement Leave: 4 (1) days' paid leave upon death of brother/sister-in-law.

Paid Maternity Leave: Maximum 15 weeks at the difference between 93% (75%) of wages and the UIC benefit.

Paid Travel Time (new): 4 hours travel time each way when attending a work-related training facility outside Ottawa-Carleton Regional Municipality and within 200 kilometres of headquarters. 8 hours each way when training facility is over 200 kilometres from headquarters.

Health and Welfare: Major Medical and Semi-Private Hospitalization - Effective January 1, 1990, employer pays up to a maximum of \$9 (\$7.50) per month for single coverage and \$22.79 (\$19) per month for family coverage.

Dental - Coverage is based on the 1989 (1987) ODA fee schedule. Effective January 1, 1990, employer pays up to a maximum of \$17.72 (\$14.08) per month for single coverage and \$56.45 (\$44.86) per month for family coverage.

Continuation of Benefits - Effective January 1, 1990, employer pays up to a maximum of \$7.50 (\$6) per month for single coverage and \$19 (\$14) per month for family coverage for Major Medical and Semi-Private Hospitalization, to age 65, for employees retiring after January 1, 1985.

Meal Allowance: \$25 per day for meals and general expenses for employee required to travel over 100 kilometres (25 miles) from headquarters and \$50 per day for over 200 kilometres (new).

Overnight Trip Allowance: \$50 per day for overnight stay at a location 100 to 200 kilometres from headquarters (new).

Addenda

April 1989 Settlement

FEDERAL ADMINISTRATION

House of Commons of Canada, Operational Group at Ottawa - Public Service Alliance (CLC) (operations, printing services and restaurant services employees): A 34 1/2 month first agreement effective from June 1, 1987 to April 20, 1990, covering 507 employees, settled by arbitration in April 1989. Duration of negotiations - 24 months.

| Wages: | Effective | <u>June 1/87</u> | <u>Nov. 1/87</u> |
|--------|--------------------------------------|--------------------------------|-------------------------|
| | Increase | | \$250 for all employees |
| | Additional Adjustments | Restructuring of wage schedule | |
| | <u>Annual Rates</u> | | |
| | OPG-1 (includes Messenger) | \$16,718 (\$15,735) | \$16,968 |
| | OPG-4 (includes Picture Framers) | \$22,941 (\$21,794) | \$23,191 |
| | OPG-7 (includes Building Supervisor) | \$30,920 (\$30,920) | \$31,170 |

| Effective | <u>June 1/88</u> | <u>June 1/89</u> |
|-------------------|------------------|------------------|
| General Increases | 4.2% | 4.2% |
| OPG-1 | \$17,681 | \$18,424 |
| OPG-4 | \$24,165 | \$25,180 |
| OPG-7 | \$32,479 | \$33,843 |

Hours of Work: 35 hours per week or 7 hours per day for regular non-rotating employees.

Variable Workweek - 37 1/2 hours per week for 39 weeks and 27 1/2 hours per week for 13 weeks per year. In December of each year the employer establishes the schedule for the following year.

Paid Rest Periods: Two 15-minute rest periods per full shift.

Shift Premium: 50¢ per hour when 4 or more scheduled hours are worked between 7 p.m. to 6 a.m.

Weekend Premium: 55¢ per hour for all hours worked on a Saturday or Sunday.

Call-Back Pay: Minimum 4 hours' pay at regular straight time rate to a maximum of 8 hours or applicable overtime rate.

Overtime Pay: Time and one-half of regular straight time rate for up to 14 hours, double time after 14 hours in any 24-hour period or after 7 hours worked on the first day of rest, and for all hours worked after the second or subsequent day of rest. Time and one-half the regular rate for work on a paid holiday in addition to holiday pay.

Acting Pay: Employee receives salary of the higher classification after 3 consecutive days worked.

Paid Holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, St. John the Baptist Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day plus one additional day are recognized for a total of 12 days.

Paid Vacation: 3 weeks up to 8 years of service, 4 weeks after 8 years and 5 weeks after 20 years, 4 weeks up to 15 years and 5 weeks after 15 years for employee hired prior to 1984.

Bereavement Leave: Up to 5 calendar days' paid leave plus 2 additional days for travel upon death of parent, step-parent, foster parent, spouse, common-law spouse, brother, sister, child, common-law spouse's child, parent-in-law and relative living in same household and 1 day for grandparent, grandchild, son/daughter/brother/sister-in-law.

Paid Marriage Leave: 5 consecutive working days' paid leave. Employee with less than 2 years continuous employment terminating within 6 months of granting leave must repay amount for leave.

Paid Personal Leave: Maximum 4 days per year for family sickness, dental and medical appointments or birth or adoption of child.

Paid Sick Leave: Cumulative leave of 1 1/4 days per month for non-rotating employees and 8.75 hours per month for variable work week employees.

Paid Education Leave: Paid leave and expenses for activities related to career development and examinations.

| | |
|--------------------------------|--|
| Jury Duty/Crown Witness Leave: | Employee receives regular wages for the time required. |
| Injury-On-Duty Leave: | Paid leave for personal injury or industrial illness arising out of performance of duties. |
| Health and Welfare: | Employer undertakes to pay the same share of premium costs for Health and Insurance Benefits, as paid for by the Treasury Board of Canada for employees of the Public Service of Canada. |
| Meal Allowance: | Employer provides a meal per full shift to employees who work directly with preparation or service of food. Other eligible employees receive \$5, immediately after regular shift and \$4.50 after every 4-hour subsequent period. |
| Severance Pay: | <p><u>First Lay-off</u> - 2 weeks' pay for the first year of service and 1 week for each additional year to a maximum of 28 weeks' pay.</p> <p><u>Second and Subsequent Lay-off</u> - 1 week's pay per year of service to a maximum of 27 weeks' pay.</p> <p><u>Resignation</u>- 1/2 week's pay for each year of service up to 26 years for a maximum of 13 weeks' pay. 1 week's pay for each year of service to a maximum of 28 weeks' pay for employee hired prior to July 8, 1985.</p> <p><u>Rejection on Probation</u> - 1 week's pay for each year of service to a maximum of 27 weeks' pay.</p> <p><u>Retirement</u> - 1 week's pay for each year of service to a maximum of 28 weeks' pay for employee entitled to an immediate annuity or annual allowance under the Public Service Superannuation Act.</p> <p><u>Death</u> - 1 week's pay for each year of service to a maximum of 28 weeks' pay.</p> <p><u>Termination for Incapacity</u> - 1 week's pay for each year of service to a maximum of 28 weeks' pay.</p> |



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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
DECEMBER 1989



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory trades. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

| | | |
|---------|---|---|
| AD & D | - | Accidental Death and Dismemberment |
| COLA | - | Cost of Living Allowance |
| CPI | - | Consumer Price Index |
| CPP/QPP | - | Canada/Quebec Pension Plan |
| LTD | - | Long Term Disability |
| OAS | - | Old Age Security |
| ODA | - | Ontario Dental Association |
| OHIP | - | Ontario Health Insurance Plan |
| OMERS | - | Ontario Municipal Employees Retirement System |
| RRSP | - | Registered Retirement Savings Plan |
| SUB | - | Supplemental Unemployment Benefit |
| UIC | - | Unemployment Insurance Commission |
| WCB | - | Workers' Compensation Board |

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FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited at Peterborough - Quaker Oats Employees

Independent Union - Cereals (Ind.): A 24-month renewal agreement effective from November 1, 1989 to October 31, 1991, covering 345 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

| | | | |
|----------------|---|------------------|------------------|
| Wages: | Effective | <u>Nov. 1/89</u> | <u>Nov. 1/90</u> |
| | General | 84¢ | 74¢ |
| | Increases | | |
| | Additional | Average 7¢ | |
| | Adjustments | for certain | |
| | | classifications | |
| | Grade 1 (includes | \$14.15 | \$14.89 |
| | General Labourer) | (\$13.31) | |
| | Grade 10 (includes | \$16.85 | \$17.59 |
| | Maintenance VII) | (\$16.01) | |
| Shift Premium: | 0-45¢-50¢ (0-40¢-45¢) | | |
| Paid Vacation: | 6 weeks after 28 (30) years of service. | | |
| Health and | <u>Dental</u> - Maximum lifetime orthodontic claim is \$2,000 (\$1,500). | | |
| Welfare: | Coverage is based on the 1989 (1988) ODA fee schedule. Effective November 1, 1990, the 1990 ODA fee schedule. | | |
| Pension Plan: | <u>Basic Benefit</u> - \$24 (\$23) per month per year of service to a maximum of 40 years service. | | |
| Safety Shoe | \$75 (\$70) per year. Maximum \$150 (\$140) accumulation of unused | | |
| Allowance: | portion of subsidy. | | |

Beatrice Foods Inc., Colonial Cookies Division at Kitchener-Local 617P, Food and Commercial Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from December 10, 1989 to October 31, 1991, covering 375 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | |
|--------|-------------------|-------------------|------------------|
| Wages: | Effective | <u>Dec. 17/89</u> | <u>Nov. 1/90</u> |
| | General Increases | 65¢ | 65¢ |
| | Packer | \$11.62 | \$12.27 |
| | | (\$10.97) | |
| | Oven | \$12.57-\$12.70 | \$13.22-\$13.35 |
| | Captain | (\$11.92-\$12.05) | |
| | Maintenance | \$14.15 | \$14.80 |
| | Mechanic | (\$13.50) | |

Maximum rate for Oven Captain is reached after 66 days worked.

Shift Premium: 0-30¢-37¢ (0-28¢-35¢).

Paid Vacation: Effective June 30, 1990, 5 weeks after 19 (20) years of service.

Health and Welfare: The following changes are effective from January 1, 1990 unless stated otherwise.

Life Insurance - Benefit is \$17,000 (\$15,000). Effective November 1, 1990, \$18,000.

Drugs - Deductible is 35¢ per prescription. (Previously, deductible was covered under the general provisions of the of major medical plan.)

Vision Care - Maximum claim is \$100 (\$75) every 2 years.

Pension Plan: Basic Benefit - \$18 (\$15) per month per year of service. Effective January 1, 1991, \$21.

Safety Shoe Allowance: Maximum \$45 (\$40) per year. Effective November 1, 1990, \$50.

TEXTILE

Acustar Canada Inc., previously American Motors (Canada) Inc., Canadian Fabricated Products Division at Stratford - Local 1325, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from December 16, 1989 to December 15, 1992, covering 989 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

| Wages: | Effective | <u>Dec. 18/89</u> | <u>Dec. 17/90</u> | <u>Jan. 1/91</u> | <u>Dec. 16/91</u> |
|----------------------------|-----------|----------------------|-------------------|---|-------------------|
| General Increases | | 35¢ | 40¢ | | 25¢ |
| Skilled Trades Adjustments | | 45¢ | 30¢ | | |
| COLA Fold-in | | \$1.25 | 75¢ | | |
| Pay Equity Adjustments | | | | 10¢-69¢ for certain classifications | |
| Assembler | | \$12.58 (\$10.98) | \$13.73 | \$13.83 | \$14.08 |
| Truck Driver | | \$13.42 (\$11.82) | \$14.57 | \$14.57 | \$14.82 |
| Electrician Technician | | \$15.82 (\$13.77) | \$17.27 | \$17.27 | \$17.52 |

Wage Schedule - Various minor restructuring, implemented December 18, 1989.

COLA: 1¢ per .125 point change in quarterly CPI levels - 1981=100, using the average of the December 1989, January and February 1990 indexes as the base. Adjusted quarterly. (Basic formula is unchanged.) 1¢ in each quarter is diverted; an additional 1¢ will be diverted on December 17, 1991 (new).

\$2.50 was generated under the previous agreements. In addition to scheduled fold-ins, 50¢ will be carried into the new agreement as a float.

Bereavement Leave: 3 (1) days' paid leave upon death of employee's grandparent or grandparent of current spouse, and 3 days' paid leave upon death of step-parent or spouses step-parent, step-brother/sister, half-brother/sister, or son/daughter-in-law (new). Sister/brother-in-law deleted.

Paid Rest Period: Effective January 8, 1990, 18 (10) minutes each half shift.

Health and Welfare: The following changes are effective January 1, 1990, unless otherwise stated.

Life Insurance - Benefit is \$24,000 (\$18,000).

Life Insurance for Retirees - Benefit is \$3,500 (\$2,500) for employee retired prior to November 18, 1974. For employee retired prior to January 15, 1978 but after November 18, 1974, benefit is \$4,000 (\$3,000). Employee retiring on or after January 1, 1990 will have coverage equal to amount in force on last day worked until age 65. Thereafter, \$5,000.

LTD - Benefit is \$800 (\$675) per month. Effective January 1, 1991 and 1992, \$875 and \$950 respectively.

Vision Care - Maximum benefit is \$100 (\$80) every 2 years.

Hearing Aid - Coverage extended to include binaural (new).

Dental Plan - Effective January 1, 1990, coverage will be based on the 1989 (1985) ODA fee schedule and is extended to Retirees and their eligible dependents. Lifetime orthodontic maximum is \$1,000 (\$800). Periodontal coverage is extended to include splinting, TMJ appliance and certain porcelain veneers.

Continuation of Benefits During Lay-off - Employer continues to pay health and welfare premiums, except dental, for up to 12 months. (Previously to the end of month of lay off).

Major Medical - Coverage is extended to include prosthetic devices and durable medical equipment and out-of-province emergency Air Ambulance coverage (new).

Semi-private Hospitalization - extended to Homes for the Aged and Nursing Homes.

Pension: Plan has been re-negotiated for 6 years from December 1989 to December 1995.

Basic Benefit - Benefit increases from \$15.50 to \$23.50 per month per year of service over 6 year pension plan term.

Supplemental Benefit - Benefit increases from \$11 to \$13 per month per year of service over 6 year term.

Early Retirement "30 and out" Special Allowance - Benefit increases to \$1,200 (\$800) over 6 year term. At age 60 special allowance ceases and employee receives accrued entitlement.

Current Retirees - Increase in basic rates range from \$.75 to \$2, plus additional annual increases through 1995 totalling \$2.50.

Pension Indexation (new) - 90% of the CPI increase or indexation rate applicable at CAW Windsor, whichever is less.

Voluntary Termination of Employment Plan (new): Payments range from \$18,900 to \$33,700 for employees with 10 or more years of seniority at the time of lay-off.

Plant Closure Payment Plan (new): Payments range from \$7,000 to \$9,200 for employees with 5 to 9 inclusive years of seniority at the time of lay-off due to plant closing or partial plant closing.

Safety Shoe Allowance: \$50 (\$35) per year for all Skilled Trades, Material handling and General Maintenance employees (previously only Skilled Trades).

CLOTHING

Avon Sportswear at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC) (hourly and incentive employees):

A 24-month renewal agreement effective from September 15, 1989 to September 14, 1991, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| | | | |
|--------|-----------|--------------------|--|
| Wages: | Effective | <u>Sept. 15/89</u> | <u>Sept. 15/90</u> |
| | Increases | 4% | 4.5% or 30% whichever is greater |

Hourly Rates

Embroidery

| | | |
|----------------------|----------------------------------|---------------|
| Trimmers and Loaders | \$5.41-\$5.96 (\$5.20-\$5.72) | \$5.65-\$6.22 |
|----------------------|----------------------------------|---------------|

Cutting

| | | |
|------------------------|--------------------------------------|-----------------|
| Promotion and Big Lays | \$10.82-\$11.90 (\$10.40-\$11.44) | \$11.31-\$12.44 |
|------------------------|--------------------------------------|-----------------|

Maximum rates for Trimmers and Loaders are reached after two 3-month increases and for Promotion and Big Lays after two 6-month increases.

Paid Vacation: 4 weeks after 17 (18) years of service.

Severance Pay (new): 1 week's pay per year of service for employee with 5 or more years of service.

Coppley, Noyes and Randall Ltd.*, at Hamilton - Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1989 to November 30, 1992, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previously, the Men's Clothing Manufacturers' Association bargained on behalf of Coppley, Noyes and Randall Ltd.

| | | | | |
|--------|-------------------|------------------|------------------|------------------|
| Wages: | Effective | <u>Dec. 1/89</u> | <u>Dec. 3/90</u> | <u>Dec. 2/91</u> |
| | General Increases | 5% | 4.5% | 4.5% |

Sample wage rates not available

Lump Sum Payment: Goods and Service Tax Protection - Payment to be based on the percent increase in the CPI from May 1, 1991 to April 30, 1992. Triggered at 5%. Capped at 7%. Calculated on actual hours worked during index period times the average hourly rate during the autumn of 1991.

Bereavement Leave: 3 days' paid leave upon death of common-law spouse (new).

Health and Welfare: Life Insurance - Benefit is \$10,000 (\$5,000).

Drug Plan - All deductibles eliminated.

Vision Plan - \$100 (\$75) every 2 years.

Dental Plan - Effective January 1, 1990, coverage will be based on the 1988 (1985) ODA fee schedule. Effective January 1, 1991 and 1992, the 1989 and 1990 fee schedules respectively. All deductibles eliminated.

Pension Plan: Employer Contribution - Effective November 1, 1992, the employer contributes 4% (3.5%) of gross wages per pay period to the fund.

Basic Benefit (new) - Effective January 1, 1990, \$5.77 per month per year of service for employee retiring at age 65, . Effective December 2, 1991, \$6.50.

Current Retirees - Maximum \$115.50 (\$110) per month for employee with 20 years of service.

Early Retirement (new) - Employees aged 55 or over with 2 years of membership in the plan may retire with a reduced pension.

WOOD

TDS Group Limited, TDS Division at Hagersville, London and Tillsonburg - Local 1-500*, IWA - Canada (CLC): A 24-month renewal agreement effective from November 1, 1989 to October 31, 1991, covering 265 employees**, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Previously Locals 1-89, 1-167 and 1-500.

** Includes 55 employees currently on lay-off status.

| Wages: | Effective | <u>Nov. 1/89</u> | <u>Dec. 23/89</u> | <u>Jan. 1/90</u> |
|--|-----------|---|-------------------|---|
| Increases | | 40¢ for London and Hagersville and 48¢ for Tillsonburg | | |
| Cola Fold-in Hagersville and London*** | | | \$1.00 | |
| Additional Adjustments (Tillsonburg) | | | | Groups 1, 2 and 3 reclassified to Group 1 |
| Special Adjustment**** (Tillsonburg) | | | | 25¢ |
| <u>Tillsonburg</u> | | | | |
| Group 1 (includes Packer) | | \$11.77 (\$11.29) | | \$12.02 |
| Crane Operator Licensed | | \$12.67 (\$12.19) | | \$12.92 |
| Effective | | <u>Nov. 1/90</u> | | <u>May 1/91</u> |
| Increases | | 24¢ for London and Hagersville and 30¢ for Tillsonburg | | 16¢ for London and Hagersville and 20¢ for Tillsonburg |

| | | |
|----------------------------|---------|---------|
| Packer | \$12.32 | \$12.52 |
| Crane Operator Licensed | \$13.22 | \$13.42 |

*** \$1.27 was carried over from agreements prior to the previous agreement. \$1.00 is folded into base rates December 23, 1989, 25¢ per hour worked is payable as an add-on to the Supplemental Incentive/Bonus Plan and 2¢ is diverted to fund vacation, bereavement leave and paid holidays.

**** In lieu of employer contributions to CPP, now paid by employees.

Start Rates - Effective January 1, 1990, \$9.25-\$10 per hour, depending on classification, progressing to maximums after 12 months. (Previously, \$8.21 per hour, progressing to job rate after 28 days.) Effective November 1, 1990, \$9.50-\$10.25.

COLA: 1¢ per 0.4 point increase in the CPI - 1981=100, using the October 1989 index as the base. Triggered at 6%. Adjusted monthly. (Basic formula is unchanged. Previously, formula did not trigger.)

Supplemental Incentive/Bonus Plan: Effective December 23, 1989, \$2.88 per hour worked for Hagersville and \$2.78 per hour worked for London. (Previously, a minimum of \$1.25 per hour worked for both.) Effective November 1, 1990, \$2.94 and \$2.84 respectively. Effective May 1, 1991, \$2.98 and \$2.88 respectively.

Bereavement Leave: 3 days' paid leave upon death of daughter/son-in-law (new).

Jury Duty and Crown Witness Pay: Effective December 11, 1989, \$75 (\$50) per day.

Health and Welfare: Life Insurance and AD & D - Effective January 1, 1990, benefit is \$17,500 (\$15,000). Effective November 1, 1990, \$20,000.

Weekly Indemnity - Effective January 1, 1990, benefit is \$215 (\$200). Payable from first day for out-patient surgery. (Previously, covered only from first day of a minimum 3-day hospitalization period.) Effective November 1, 1990, \$230.

LTD - Effective January 1, 1990, benefit is \$1,000 (\$900) per month. Effective November 1, 1990, \$1,100.

Vision - Effective January 1, 1990, maximum claim is \$100 (\$80) per person every 2 years.

Dental - Effective January 1, 1990, coverage is based on the 1989 (1987) ODA fee schedule. Effective November 1, 1990, plan is extended to include 50%-50% co-insurance for dentures, root canal, caps and crowns (new).

Pension Plan: Basic Benefit - Effective January 1, 1990, \$14 (\$10) per month per year of future service.

Early Retirement Incentive Option (new) - Employee may retire with accrued entitlement when age plus years of service equals 95.

FURNITURE AND FIXTURE

Ontario Store Fixtures Inc., Wood Division at Toronto - Local 2679, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from December 8, 1989 to December 7, 1991, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 6 1/2 months.

| | | | |
|--------|--------------------------|--------------------------------------|------------------|
| Wages: | Effective | <u>Dec. 8/89</u> | <u>Dec. 8/90</u> |
| | General Increases | 6.2% | 6.2% |
| | Production Line Employee | \$9.60 (\$9.04) | \$10.20 |
| | Cabinet Maker 1 | \$16.40 (\$15.44) | \$17.42 |
| | Additional Adjustments | Minor restructuring of wage schedule | |

Vacation Pay: 8% after 13 (15) years of service.

Health and Welfare: Vision Care (new) - Effective December 1, 1990, maximum claim is \$50 per person per contract term.

Dental Plan - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Employer Contributions - 40¢ (35¢) per hour worked. Effective December 8, 1990, April 8, 1991, and August 8, 1991, 45¢, 50¢, and 55¢ respectively.

PAPER AND ALLIED

James River-Marathon, Ltd. at Marathon - Local 548, United Paperworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 1, 1990 to May 1, 1993*, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

| | | | | |
|--------|------------------------|---|-----------------|-----------------|
| Wages: | Effective | <u>May 1/90</u> | <u>May 1/91</u> | <u>May 1/92</u> |
| | General Increases | ** | ** | 5% |
| | Additional Adjustments | 20¢ for Truck Driver, Tractor Operators A and B, Crane Operator B, and Handyman | | |

Skilled Trades 10¢ for
Adjustment Class "A" Trades

Labourer (\$15.37)

Journeyman "A" (\$19.91)

* The parties have agreed to a six month moratorium on the start date for the next round of negotiations. Talks will not commence prior to November 1, 1993. Effective May 1, 1993, base rates will be adjusted upwards or downwards by amounts necessary to bring into line with the local industry rates (see comparison companies noted below), in effect prior to May 1, 1993.

** Increase to equal the average negotiated increases for Kimberley-Clark, Terrace Bay; Canadian Pacific Forest Products, Thunder Bay; and Boise Cascade, Fort Francis.

Lump Sum \$500 per employee.
Settlement
Payment:

Shift Premium: 0-45¢-60¢ (0-40¢-55¢). Effective May 1, 1992, 0-50¢-65¢.

Ticket Premium \$1.20 (\$1), 90¢ (75¢) 40¢ (25¢) and 25¢ (15¢) per hour for
(Stationery Stationery Engineer with 1st, 2nd, 3rd, and 4th class tickets
Engineer): respectively. \$150 reimbursement for employee obtaining any class
ticket. (Previously, for 3rd class ticket only.)

Skilled Trades 30¢ per hour for Journeyman Electrician A with electronics
Premium: endorsement (new).

Boat Loading 15¢ (10¢) per hour.
Premium:

Signal Premium 25¢ per hour above warehouse equipment operator rate for employee
(new): performing signaling duties.

Overtime Pay: 12-Hour Shift - Tour Workers - Double time (time and one-half) for
all hours worked in excess of regularly scheduled hours.

Paid Vacation: Effective May 1, 1991, 5 weeks after 18 (20) years of service:

Bereavement Payable at 12 hours per day for 12-hour shift employees.
Leave: (Previously, maximum 24 hours for 3 days.)

Compassionate Payable at 12 hours per day for 12-hour shift employees.
Leave: (Previously, 8 hours per day.)

Jury Duty Leave: Payable at 12 hours per day for 12-hour shift employees.
(Previously, 8 hours per day.)

Health and Life Insurance and AD & D - Benefit is \$35,000 (\$30,000).
Welfare:

Life Insurance for Retirees - Benefit is \$7,500 (\$5,000).

LTD - Employees aged 62 with 20 years of service, in receipt of or eligible for LTD benefits must retire, but may return to work if considered physically able until normal retirement age (new). Effective May 1, 1991, maximum monthly benefit is \$2,500 (\$2,000).

Dental Plan - Coverage is based on the 1989 (1988) ODA fee schedule. Effective May 1991 and 1992 on the 1990 and 1991 fee schedules respectively.

Pension Plan: Early Retirement - Employee aged 58 (60) with 20 years of service may retire with accrued entitlement.

Early Retirement Special Allowance - Lump sum payments equivalent to 400 (300) hours at straight time rate for employees retiring at age 58 or 59 and eligible for an unreduced pension; 275 (182) hours' pay on each subsequent anniversary from age 60 to 65.

Normal Retirement Special Allowance - A one-time lump sum payment equivalent to 400 (300) hours at straight time rate at time of retirement for eligible employee.

Current Retirees - Effective January 1, 1991 benefits increased by \$25 per month. January 1, 1992, increased by a further \$25.

Safety Shoe Allowance: Effective January 1, 1991, maximum \$90 (\$75) per calendar year. Effective January 1, 1992 and 1993, \$95 and \$100 respectively.

Union Negotiating Committee Leave (new): Maximum 150 hours for members during collective bargaining negotiations.

DRG Inc., DRG Packaging Division at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1989 to September 30, 1991, covering 280 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| Wages | Effective | <u>Oct. 2/89</u> | <u>Oct. 1/90</u> |
|-------|---|--------------------------------------|------------------|
| | General Increases | 5% | 5% |
| | Group 20 (General Labour) | \$10.08-\$10.71 (\$ 9.60-\$10.20) | \$10.58-\$11.25 |
| | Group A (includes 8 Colour Cerutti Pressman) | \$19.34-\$20.78 (\$18.42-\$19.79) | \$20.31-\$21.82 |
| | Maximum rate for General Labour is reached after 12 months, and for Cerutti Pressman after 72 months. | | |

Shift Premium: 0-55¢-55¢ (0-50¢-50¢). Effective October 5, 1990, 0-60¢-60¢.

Paid Vacation: Effective January 1, 1990, 4 weeks after 11 (12) years of service. Effective January 1, 1991, 4 after 10.

Bereavement Leave: 3 days' paid leave upon death of grand-child (new).

Meal Allowance: \$4.50 (\$4) after 2 hours of overtime. Effective October 1, 1990, \$5.

Safety Shoe Allowance: Maximum \$40 (\$35) per year. Effective January 1, 1991, \$45.

PRIMARY METAL

Standard Tube Canada Inc., at Woodstock - Local 636, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from January 3, 1990 to January 2, 1993 covering 295 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Jan. 3/90</u> | <u>Jan. 3/91</u> | <u>Jan. 3/92</u> |
|--------------------------------------|-----------|----------------------|------------------|------------------|
| General Increases | | 20¢ | 20¢ | 20¢ |
| COLA Fold-in | | \$1.50 | | |
| Skilled Trades Adjustment | | \$1.00 | | |
| <u>Day Workers</u> | | | | |
| General Job Classification Grade "B" | | \$14.48 (\$12.78) | \$14.68 | \$14.88 |
| Tool & Die Maker | | \$17.74 (\$15.04) | \$17.94 | \$18.14 |

COLA: \$1.98 cola was generated under previous agreements, \$1.50 is folded into wages and 48¢ continues to float.

1¢ per 0.3 point change in the CPI - 1971=100 using the November 1989 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Paid Holidays: Employee's anniversary date and birthday are deleted for a total of 16 (18) days per year.

Health and Welfare: Life Insurance and AD & D - Benefit is \$23,000 (\$21,000). Effective January 3, 1991, \$24,999.

Transition/Bridging Survivor Benefits - Effective January 3, 1990, benefit is \$525 (\$325) per month.

Dental Plan - Maximum lifetime orthodontic claim is \$1,500 (\$1,000). Coverage is based on the 1988 (1987) ODA fee schedule. Effective January 3, 1991 and 1992, the 1989 and 1990 ODA fee schedules respectively.

Vision Care - Maximum claim is \$90 (\$75) per person every 2 years. Effective January 3, 1991 and 1992, \$105 and \$110 respectively.

Pension: Basic Benefit - \$19.50 (\$17.50) per month per year of service.

Supplementary Benefit - \$19.50 (\$17.50) per month per year of service to a maximum of 30 years of service. Payable from age 60 to 65.

Disability Benefit - \$20.50 (\$18.50) per month per year of service.

Death Benefit - \$6,000 (\$5,500) payable in the event of death of a pensioner 65 years of age or older. Effective January 3, 1991, \$6,500.

Indexing (new) - Basic benefits will be increased each year in line with the percentage increase in the CPI during the preceding year to a maximum annual adjustment of 5%.

Current Retirees - \$250 lump sum bonus per year in each year of the agreement (unchanged).

SUB: Employer Contribution - Employer contributes 16¢-18¢ (13¢-15¢) per hour worked per employee. Effective January 3, 1991 and 1992, 17¢-19¢ and 18¢-20¢ respectively.

Meal Allowance (new): Effective January 3, 1990, \$6 after 2 hours of overtime. Effective 1991 and 1992, \$7 and \$8 respectively.

Safety Shoe Allowance: Maximum \$120 (\$80) per year.

Tool Allowance: Maximum \$175 (\$150) per year for Tool & Diemaker and Grinder. Effective January 3, 1991, \$200.

METAL FABRICATING

Stelco Fastener and Forging Company - Stelco Inc., Fastener Works at Brantford, Burlington and Toronto - Locals 3749 and 3767, United Steelworkers (AFL-CIO/CLC): Three renewal agreements* and one first agreement** effective from December 1, 1989*** to July 31, 1993, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Early termination by Ontario Labour Relations Board November 30, 1989.

** Extended agreements at Burlington Works - Distribution Centre, Brantford Works and Swansea works will be merged into one agreement at Fastener Works - Brantford. Plants are phased out and agreements terminate November 30, 1990, 1991 and 1992 respectively.

*** Previous agreements were scheduled to expire July 31, 1990.

Wages: Effective Dec. 1/89

No increase in rates that
were in effect at the expiry
of the previous agreement

Swansea Works

Job Class 2 \$14.732
 (\$14.732)

Job Class 22 \$18.672
 (\$18.672)

Previous rates reflect 90¢ COLA folded into wages during the
previous agreement.

Lump Sum Quarterly payments of 15¢-83.6¢ per hour depending on job
Payments: classification.

COLA: 46¢ was generated under the previous agreement continues to float.

1¢ per 0.3 point increase in the CPI - 1971=100, using the January
1990 index as the base. Adjusted quarterly. (Basic formula is
unchanged.) Provision becomes inoperative July 31, 1990, and
existing float to be folded into wages August 1, 1990.

Bereavement 3 days' paid leave upon death of grandchildren (new).
Leave:

NEW AGREEMENT Terms and conditions are similar to the 3 extended agreements.

Cash Bonus To be negotiated, reflecting improvement in profitability.
Payment Plan:

Preferential Fastener and Forging Company current and laid off employees to be
Hiring: given first preference.

Pension Plan: Early Retirement Incentive Option - Employee aged 55 with 15 years
of service may retire with accrued entitlement plus a \$300 per month
supplement to age 65, death or for 2 years whichever is earlier.
For employee terminated at Brantford Works, Burlington Works -
Distribution Centre and Swansea Works.

Safety Boot 100% subsidy for metatarsal safety boots.
Allowance:

Relocation \$2,000 for rental accommodations and \$5,000 for purchased
Allowance: accommodation for eligible employee relocating more than 45
kilometres from current location.

Severance Pay: 60 times straight time rate for each year of service for employee at
Burlington and Swansea Works not moving to new facility.

MACHINERY

Caterpillar of Canada Ltd., at Brampton and Mississauga - Local 252, Canadian Auto Workers (CLC): A 32 1/2 -month renewal agreement effective from December 16, 1989* to September 1, 1992, covering 298 employees, settled during a work stoppage. Duration of negotiations - 5 months.

* Previous agreement expired September 1, 1989.

| | | |
|--------|--|--------------------------------------|
| Wages: | Effective | <u>Dec. 25/89</u> |
| | Increases | 26¢-75¢ |
| | Additional Adjustments | Minor restructuring of wage schedule |
| | COLA Fold-in | \$1.73 |
| | Grade 1 (Shop Helper) | \$14.99 (\$13.00) |
| | Labour Grade 6 (includes Tool & Die Maker) | \$17.90 (\$15.42) |

COLA: \$1.78 COLA was generated during previous agreements; \$1.73 was folded into rates on December 25, 1989 leaving a 5¢ float. 37¢ COLA was generated from September to December 1989, and Special Canadian Adjustments of 59¢ was added for a total float of \$1.01. Effective October 1, 1990 and October 7, 1991, respectively, Special Canadian Adjustments of 20¢-45¢ depending on Labour Grade will be added to the float.

1¢ per 0.11 point increase in the CPI - 1981=100, using 141.92 (127.95) as the base; effective June 1, 1992, 143.35. A 1¢ diversion is to be made from each of the first 9 quarterly adjustments and a 2¢ diversion from the 2 remaining adjustments for a total of 13¢ over the contract term. Diversions will not exceed the amount generated in any quarterly period. (Formula unchanged.)

Health and Welfare: Life Insurance - Maximum benefit is \$37,750 (\$32,750).

AD & D - Maximum benefit is \$36,750 (\$31,750).

Major Medical - Coverage is extended to include emergency air ambulance service, home care by a registered nurse for a maximum of 2 hours per day, insulin pressure injection devices, cochlear implants, repairs to hearing aids, and out-of-province coverage (new).

Dental Plan - Effective January 1, 1990 maximum lifetime claim for orthodontic services is \$1,250 (\$1,000).

Transition Survivor Income Benefit - Maximum \$400 (\$375) per month for surviving spouse with dependent child or dependent child without parents and \$400 (\$350) for surviving spouse or surviving child.

Bridging Survivor Income Benefit - Maximum \$400 (\$350) per month for surviving spouse.

Pension Plan: Plan is renegotiated for the period September 1, 1989 to August 31, 1985.

Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement

For retirements effective:

| | |
|-----------------------------|----------------|
| Sept. 1, 1989-Aug. 31, 1990 | \$28.00 (\$22) |
| Sept. 1, 1990-Aug. 31, 1991 | \$29.50 |
| Sept. 1, 1991-Aug. 31, 1992 | \$31.00 |
| Sept. 1, 1992-Aug. 31, 1993 | \$32.50 |
| Sept. 1, 1993-Aug. 31, 1994 | \$34.00 |
| Sept. 1, 1994-Aug. 31, 1995 | \$36.00 |

Early Retirement "30-and-out" Special Allowance - Total Monthly Benefit:

For retirements effective:

| | |
|-----------------------------|-------------------|
| Sept. 1, 1989-Aug. 31, 1990 | \$1,505 (\$1,205) |
| Sept. 1, 1990-Aug. 31, 1991 | \$1,575 |
| Sept. 1, 1991-Aug. 31, 1992 | \$1,645 |
| Sept. 1, 1992-Aug. 31, 1993 | \$1,715 |
| Sept. 1, 1993-Aug. 31, 1994 | \$1,785 |
| Sept. 1, 1994-Aug. 31, 1995 | \$1,875 |

Current Retirees

For retirements prior to September 1, 1989:

Basic Monthly Benefits Per Year of Service - Increased by \$3, \$1.50 and \$1, depending on benefit level. Effective September 1, 1990, 1991, 1992, 1993, and 1994, increased by 75¢, 75¢, 80¢, 85¢ and 85¢ respectively for all levels.

Indexing (new) - Early Retirement Special Allowance and Basic Benefits will be increased annually by an amount equivalent to 90% of annual percentage increase in the CPI.

Legal Services Plan (new): Funding - Effective January 1, 1991, employer contributes 8¢ per straight time hour worked.

Champion Road Machinery Limited and Gearco Limited at Goderich - Local 1863, Machinists (AFL-CIO/CLC) (production and office employees): Two 36-month renewal agreements effective from August 1, 1989 to July 31, 1992, covering 520 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

| | | |
|---|---|------------------|
| Wages: | Effective | <u>Aug. 1/91</u> |
| | General Increase | 3% |
| | Level 7 | \$16.06 |
| | (includes Utility) | (\$15.59) |
| | Level 16 | \$18.66 |
| | (includes Maintenance Electronics) | (\$18.12) |
| | Previous rates reflect a total of \$1.42 COLA folded into wages during the previous agreement. | |
| COLA Provision: | Deleted. (Previously, 1¢ per 0.09 point increase in the CPI, 1981=100.) | |
| Shift Premium: | 0-75¢-75¢ (0-7%-7%). | |
| Paid Holidays: | Easter Monday is eliminated for a total of 14 (15) days. | |
| Paid Vacation: | 6 weeks after 25 (20) years of service. Previous entitlement of 7 weeks after 25 years is eliminated. | |
| Sick/Personal Leave (Office Employees): | Deleted. (Previously, 1 day per month.) | |
| Health and Welfare: | <u>Life Insurance and AD & D</u> - Effective January 1, 1990, benefit is \$29,000 (\$28,000). Effective August 1, 1990 and 1991, \$30,000 and \$31,000 respectively. | |
| | <u>Major Medical</u> - Employer pays 80% (100%) of premium costs. | |
| | <u>Vision</u> - Maximum claim is \$100 (\$70) per person every calendar year for frames, lenses or contact lenses. | |
| | <u>Hearing</u> - Maximum lifetime claim is \$750 (\$700) per person. | |
| | <u>Dental</u> - Employer pays 80% (100%) of premium costs. Effective January 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule. | |
| | <u>Continuation of Benefits During Lay-off</u> - Employer continues to share premium costs for major medical and dental coverage for up to 2 months for non-probationary employee. (Previously, employer paid 100% of premium costs.) | |
| Pension Plan: | <u>Basic Benefit</u> - \$21 (\$20) per month per year of future service. Effective August 1, 1990 and 1991, \$22 and \$23 respectively. | |
| Safety Prescription Glasses: | Employer pays 100% of fitting fees to a maximum of \$25 (\$12) per year. | |

Safety Shoe Allowance: Maximum \$70 (\$60) twice per year for Painters in Finished Products and Sandblasters in Fabrication and \$70 (\$60) per year for all other employees.

Hearing Protection Allowance: Maximum \$22 (\$20) per year.

Alternate Employment: Production employee assigned to a lower classification due to physical disability receives the lower classification rate after 4 weeks (Previously, received lower classification rate upon reassignment).

Husmann Store Equipment Limited at Brantford - Local 397, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from December 8, 1989 to November 30, 1991, covering 376 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Dec. 11/89</u> | <u>Dec. 10/90</u> |
|--------|-------------------------------------|----------------------|-------------------|
| | General Increases | 60¢ | 60¢ |
| | Group I (includes Material Handler) | \$13.66 (\$13.06) | \$14.26 |
| | Millwright and General Maintenance | \$15.65 (\$15.05) | \$16.25 |

Shift Premium: Effective December 10, 1990, 0-40¢-40¢ (0-35¢-35¢).

Health and Welfare: Life Insurance and AD & D -Benefit is \$18,000 (\$17,000). Effective December 10, 1990, \$19,000.

LTD - Benefit is \$350 (\$300) per month.

Major Medical - Out-of-Province Plan is extended to provide Medex coverage (new).

Dental - Maximum lifetime orthodontic claim is \$1,300 (\$1,200). Effective December 10, 1990, \$1,400. Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - Effective December 1, 1989, \$17.75 (\$16.75) per month per year of service. Effective December 1, 1990, \$18.75.

Current Retirees - Effective December 1, 1989, benefit increased by 50¢ per month per year of service. Effective December 1, 1990, a further increase of 50¢.

Safety Shoe Allowance: Maximum \$55 (\$50) per year. Effective December 10, 1990, \$60.

TRANSPORTATION EQUIPMENT

Automotive Industries, Paramount and Weston Divisions at Toronto - Local 1813.

Clothing and Textile Workers (AFL-CIO/CLC): Two 36-month renewal agreements effective from November 17, 1989 to November 16, 1992, covering 406 employees, settled with mediation assistance. Duration of negotiations - 3 months.

| | | | | |
|--------|-------------------|-------------------|-------------------|-------------------|
| Wages: | Effective | <u>Nov. 17/89</u> | <u>Nov. 17/90</u> | <u>Nov. 17/91</u> |
| | General Increases | 35¢ | 35¢ | 35¢ |

Weston Division

| | | | |
|-------------------------------------|----------------------|---------|---------|
| Group VII (includes Trim & Pack) | \$8.80 (\$8.45) | \$9.15 | \$9.50 |
| Group I Machine Set-up | \$11.66 (\$11.31) | \$12.01 | \$12.36 |

Shift Premium: Effective December 17, 1989, 0-27¢-27¢ (0-24¢-24¢).

Canparts Automotive International Limited at Cambridge - Local 173, Food and

Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 3, 1989 to November 2, 1992, covering 320 employees, settled with mediation assistance. Duration of negotiations - 1 month.

| | | | | |
|--------|----------------------|------------------|------------------|------------------|
| Wages: | Effective | <u>Nov. 3/89</u> | <u>Nov. 3/90</u> | <u>Nov. 3/91</u> |
| | General Increases | 6% | 6% | 6% |

Additional Restructuring of
Adjustments wage schedule

| | | | |
|---|----------------------|---------|---------|
| General Labour | \$10.17 (\$9.51) | \$10.78 | \$11.43 |
| Technician 5 (includes Maintenance) | \$12.84 (\$12.11) | \$13.61 | \$14.43 |

Start Rates - \$1.92 (\$1.80) less than job rates, progressing to job rates after four 3-month increases of 48¢ (45¢).

Paid Vacation: 4 weeks at 10% (8%) after 12 years of service.

Health and
Welfare:

Weekly Indemnity - Benefit is payable on a 1-1-7-17 (1-1-8-17) basis.

Vision - Maximum claim is \$90 (\$80) per person every 2 years. Effective November 3, 1990, \$95.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective November 3, 1990 and 1991, the 1990 and 1991 ODA fee schedules respectively.

Medical
Examination
Allowance (new):

Up to \$6.50 per doctor's note/letter to a maximum of \$97.50 per year, when required by the employer.

TRW Canada Limited, Transportation Electronics Division, (previously Carr Division) at Brantford - Local 397, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 1, 1989 to October 31, 1992, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2-1/2 months.

| Wages: | Effective | <u>Nov. 1/89</u> | <u>Nov. 1/90</u> | <u>Nov. 1/91</u> |
|----------------------------|-----------|--|------------------|------------------|
| General Increases | | 25¢ | 20¢ | 15¢ |
| COLA Fold-in | | \$1.26 | | |
| Skilled Trades Adjustments | | 10¢ for Electronic Technician; 15¢ for all other Skilled Trades | | |
| General Assembler | | \$12.19 (\$10.68) | \$12.39 | \$12.54 |
| Tool & Die Maker | | \$16.16 (\$14.50) | \$16.36 | \$16.51 |

COLA: 1¢ per 0.1435 point change in the CPI - 1981=100, using the August 1989 index as the base. Adjusted quarterly. (Previously, 1¢ per 0.34 point change in the CPI - 1971=100.)

Shift Premium: 0-40¢-40¢ (0-35¢-35¢).

Health and
Welfare:

The following changes are effective December 11, 1989, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$16,000 (\$15,000). Effective November 1, 1990 and 1991, \$17,000 and \$17,500 respectively.

Vision - Maximum claim is \$125 (\$100) per person every 2 years.

Dental - Coverage is based on the 1988 (1987) ODA fee schedule. Denture coverage is added with no maximum and payable on a 80%-20% co-insurance basis (new). Effective November 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service. Effective November 1, 1990 and 1991, \$12 and \$13 respectively.

Current Retirees - \$100 bonus payable at Christmas in each year of the agreement.

Meal Allowance: \$5 (\$3.50) after 2 hours of overtime on a regular working day and after 4 hours on a Saturday, Sunday, or a paid holiday.

Safety Shoe Allowance: Effective December 11, 1989, maximum \$80 (\$60) per year.

Tool Allowance (new): Effective December 11, 1989, maximum \$100 per year.

Medical Examination Leave (new): 2 hours' pay for off-duty employee when examination is required by the employer.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 270 employees, settled with mediation assistance. Duration of negotiations - 4 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|---------------------------|-----------|--|-------------------|
| Increases | | 8.6% for Press Welders, Plate Fitters and Skilled Trades; 7% plus 5¢ for all other employees | 5% all employees |
| Skilled Trades Adjustment | | 15¢ | |
| Helper Intermediate | | \$11.30 (\$10.51) | \$11.87 |
| Maintenance Electrician | | \$15.90 (\$14.65) | \$16.69 |
| Additional Adjustments | | Some classification adjustments | |

Shift Premium: 0-55¢-70¢ (0-50¢-65¢)

Rip Track Premium: 20¢ (15¢) per hour.

Welding Instructor Premium (new): 50¢ per hour over Welder 'A' rate.

Paid Vacation: 5 weeks after 20 (22) years of service.

Health and Welfare: Weekly Indemnity - Benefit is \$350 (\$300).

LTD - Payable for a maximum of 18 (12) months after exhaustion of weekly indemnity benefits.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective January 1, 1990, maximum lifetime orthodontics claim is \$1,000 (\$500). Eligibility is 6 (12) months of continuous services.

Continuation of Benefits - Employer continues to share premium costs for up to 12 (6) months for employee on weekly indemnity or W.C.B.

Continuation of Benefits - Early Retirement - Employer continues to share premium costs for major medical coverage for employee aged 60 (62) with 10 years of service at the time of retirement. Dental coverage continues for up to one year from early retirement date (new).

Pension Plan: Employer Contribution - Effective January 1, 1990, 47¢ (40¢) per hour paid. Effective January 1, 1991, 50¢. An additional 10¢ per hour paid for employees with 20 or more years of service as of January 1, 1990 (new).

Disability Benefit - Employee aged 62 is eligible for age 65 annuity income if qualified for C.P.P. disability benefits (new).

Severance Pay: 1 week's pay per year of service for employee with 5 to 10 years of service and 2 weeks' pay per year of service for employees with more than 10 years of service.

Safety Shoe Allowance: \$25 (\$20) per year for non-metatarsal boots, and \$80 (\$75) for metatarsal boots. Eligibility is 3 (6) months of service.

Meal Allowance: \$7 (\$5) after 2 hours of overtime if not notified in advance.

Canadian Shipbuilding and Engineering Limited, Port Arthur Shipbuilding Company Division at Thunder Bay - Local 5055, United Steelworkers (AFL-CIO/CLC), Local 2693, IWA - Canada (CLC), Local 1671, Painters (AFL-CIO/CFL), and Local 628 Plumbers (AFL-CIO/CFL): Two 36-month renewal agreements effective from July 1, 1989 to June 30, 1992, covering 244 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 6 months.

| Wages: | Effective | July 1/89 | July 1/90 | Jan. 1/91 |
|-------------------|-----------|-----------|-----------|-----------|
| General Increases | | \$1 | 3% | 3% |

| | | | |
|------------------------|----------------------|---------|------------------|
| Helper | \$13.80 (\$12.80) | \$14.21 | \$14.64 |
| Electrician Class A | \$15.68 (\$14.68) | \$16.15 | \$16.63 |
| Effective | <u>July 1/91</u> | | <u>Jan. 1/92</u> |
| General Increases | 3% | | 2% |
| Helper | \$15.08 | | \$15.38 |
| Electrician Class A | \$17.13 | | \$17.47 |

COLA: 1% per 1% increase in the CPI - 1971=100, comparing the May 1991 to the May 1990 index. Triggered at 6% and capped at 9% (8%). To be folded into wages July 1, 1991. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 40¢ (30¢) per hour.

Health and Welfare: Weekly Indemnity - Maximum benefit is \$275 (\$255). Effective July 1, 1990 and 1991, \$300 and \$315 respectively.

Drug Plan (new): - Effective January 1, 1991, employer pays 100% of premium costs on a 80%-20% co-insurance basis. Deductibles are \$25 for single coverage and \$50 for family coverage.

Vision Care (new) - Effective July 1, 1991, maximum claim is \$100 every 2 years for employee and dependent.

Dental Plan - Coverage is based on the 1987 (1985) ODA fee schedule. Effective July 1, 1990 and 1991, on the 1988 and 1989 ODA fee schedules respectively.

Pension Plan: Employer Contribution - 35¢ (30¢) per hour worked. Effective July 1, 1990 and 1991, 45¢ and 55¢ respectively.

Safety Shoe and Glove Allowance: Maximum \$115 per year for safety shoes and gloves. (Previously, \$95 per year for shoes only.)

CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Limited at Toronto and Bolton - Local 67, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from October 1, 1989 to September 30, 1991, covering 479 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

| | | | |
|--------|-------------------|------------------|------------------|
| Wages: | Effective | <u>Oct. 1/89</u> | <u>Oct. 1/90</u> |
| | General Increases | 90¢ | 6% |

Laboratory Employees

| | | |
|----------------------|--------------------------------------|-----------------|
| Technician 1 | \$11.09-\$11.63 (\$10.19-\$10.73) | \$11.76-\$12.33 |
| Technical Specialist | \$17.71-\$18.83 (\$16.81-\$17.93) | \$18.77-\$19.96 |

Maximum rates are reached after 2 years.

Shift Premium: 0-50¢-55¢ (0-45¢-50¢).

The following changes are effective January 1, 1990.

Health and Welfare:

Life Insurance - Coverage is \$10,000 for employee with up to 10 years of service and \$20,000 for more than 10 years of service. (Previously, \$8,000 for up to 10 years, \$10,000 for more than 10 years and \$12,000 for more than 20 years.)

Major Medical - Employer pays 100% (80%) of premium costs.

Vision Plan (new) - Maximum claim is \$100 per family member every 2 years.

Dental Plan - Employer pays 80% (67%) of premium costs. Coverage is based on the 1989 (1988) ODA fee schedule.

Pension Plan:

Early Retirement (new) - Employee aged 60 with 15 years of service may retire with accrued entitlement.

Supplemental Benefit (new) - 0.7% of final average earnings times years of service payable to age 65.

Dow Chemical Canada Inc. at Sarnia-Local 672, Energy and Chemical Workers (CLC): Two 23-month renewal agreements effective from March 1, 1990 to January 31, 1992, covering 809 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| | | | |
|--------|-------------------|----------------------|------------------|
| Wages: | Effective | <u>Mar. 1/90</u> | <u>Jan. 1/91</u> |
| | General Increases | 5.5% | 6% |
| | Utility "A" | \$14.28 (\$13.54) | \$15.14 |
| | Lead Journeyman | \$20.77 (\$19.69) | \$22.02 |
| | Chief Operator | \$22.37 (\$21.20) | \$23.71 |

| | |
|------------------------------|---|
| Lump Sum Settlement Payment: | Equivalent to the difference between March 1, 1990 and December 4, 1989 wage rates times number of hours worked from December 4, 1989 to February 28, 1990, for employees on the payroll as of December 4, 1989. |
| Shift Premium: | <u>8-Hour Shifts</u> - 0-77¢-\$1.37 (0-73¢-\$1.30). Effective January 1, 1991, 0-82¢-\$1.45. <u>12-Hour Shifts</u> - 52¢-\$1.17 (49¢-\$1.11) Effective January 1, 1991, 55¢-\$1.24. |
| Health and Welfare: | <u>Weekly Indemnity</u> - Benefit is \$340-\$559 (\$322-\$530), depending on job classification. Effective January 1, 1991, \$360-\$563. <u>LTD</u> - Benefit is \$1,382-\$2,189 (\$1,310-\$2,075), depending on job classification. Effective January 1, 1991, \$1,465-\$2,320. |
| Job Training Allowance: | 32¢ (30¢) per hour for skilled trades employees undergoing job upgrading training. Effective January 1, 1991, 34¢. |

TRANSPORTATION

St. Lawrence Seaway Authority in Ontario and Quebec - Various locals, Railway Transport and General Workers (CLC) (operational, maintenance and headquarters employees): Two 24-month renewal agreements effective from January 1, 1990 to December 31, 1991, covering 810 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

| Wages: | Effective | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
|--------|--|--------------------------------------|------------------|
| | General Increases | 4.9% | 5.2% |
| | <u>Operational & Maintenance</u> (40 hours per week) | | |
| | Labourer | \$14.37 (\$13.70) | \$15.12 |
| | Electrician | \$18.01 (\$17.17) | \$18.95 |
| | <u>Clerical, Technical & Stores</u> (37.5 hours per week) | | |
| | Job Class 2 (Clerk-Records) | \$12.43-\$12.81 (\$11.85-\$12.21) | \$13.08-\$13.48 |
| | Job Class 16 (Real Property Agent) | \$19.89-\$21.25 (\$18.96-\$20.26) | \$20.93-\$22.36 |

Maximum Rates for Clerk-Records and Real Property Agent are reached after 12 months.

| | |
|------------------------|---|
| COLA: | 4¢ for each 1 point increase in the CPI - 1971=100, using the average index from November 1988 to October 1989 as the base. Triggered at 8% per year and folded into wages annually. (Basic formula is unchanged. Formula did not trigger.) |
| Shift Premium: | 0-40¢-55¢ (0-37¢-52¢). Effective January 1, 1991, 0-43¢-58¢. |
| Bereavement Leave: | Up to 5 consecutive days' paid leave upon death of son/daughter-in-law (new). |
| Health and Welfare: | <u>Dental Plan</u> - Coverage continues to be based on the previous year's ODA fee schedule. Coverage for dentures, crowns, and bridges is added with 50%-50% co-insurance basis (new). |
| Meal Allowance: | \$9 (\$8.50) per meal. |
| Safety Shoe Allowance: | \$60 (\$50) per year for safety boots. Effective January 1, 1991, \$65. |

Mississauga City Corporation, Transit Division - Local 1572, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1989 to September 30, 1991, covering 482 employees, settled with mediation assistance. Duration of negotiations - 5 months.

| | | | |
|--------------------|---|----------------------|------------------|
| Wages: | Effective | <u>Oct. 1/89</u> | <u>Oct. 1/90</u> |
| | General Increases | 7% | 7% |
| | General Service | \$13.65 (\$12.76) | \$14.61 |
| | Operator | \$16.60 (\$15.51) | \$17.76 |
| | Licensed Mechanic/Bodyman | \$17.75 (\$16.59) | \$18.99 |
| Shift Premium: | Effective October 1, 1990, 70¢ (60¢) per hour for garage employees. | | |
| Lead Hand Premium: | 50¢ (45¢) per hour. Effective October 1, 1990, 55¢. | | |
| Sunday Premium: | Effective | <u>Oct. 1/89</u> | <u>Oct. 1/90</u> |
| | <u>Per Hour</u> | | |
| | General Service | \$3.41 (\$3.19) | \$3.65 |
| | Subway Cashier | \$3.46 (\$3.24) | \$3.71 |
| | Probationary Operator (new) | | |
| | - 1 to 6 months | \$3.32 | \$3.55 |
| | - 7 to 12 months | \$3.74 | \$4.00 |

| | | |
|--------------------------------|--------------------|--------|
| Building & Route Service | \$3.59 (\$3.35) | \$3.84 |
| Mechanic's Helper & Apprentice | \$3.59 (\$3.35) | \$3.84 |
| Operator | \$4.15 (\$3.88) | \$4.44 |
| Licensed Mechanic & Bodyman | \$4.44 (\$4.15) | \$4.75 |

Training Premium: 55¢ (50¢) per hour. Effective October 1, 1990, 60¢.

Bereavement Leave: Effective January 1, 1990, up to 3 days' paid leave upon death of foster parent (new).

Health and Welfare: Major Medical - Effective February 1, 1990, benefit is extended to include out-of-country coverage (new).

Vision - Effective February 1, 1990, maximum claim is \$150 (\$100) per person every 2 years.

Dental - Effective February 1, 1990, plan is extended to include 50%-50% co-insurance for major restorative services with a maximum annual claim of \$1,000 per person per year for crown, bridges and root canals (new). Effective May 1, 1990, coverage is based on the 1990 (1989) ODA fee schedule. Effective May 1, 1991, the 1991 ODA fee schedule.

Safety Shoe Allowance: Effective July 1, 1990, \$66 (\$61) per year. Effective July 1, 1991, \$70.

Dry Cleaning Allowance: Effective January 1, 1990, \$110 (\$100) per year for Operations Department employee. Effective January 1, 1991, \$120.

Shortage Allowance: Effective October 1, 1989, \$200 (\$190) per year for Subway Cashier. Effective October 1, 1990, \$220.

RETAIL TRADE

National Grocers Co. Ltd., previously Loblaw's Ltd., at Mississauga - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (warehouse, advertising and office employees): A 24-month renewal agreement effective from May 1, 1989 to April 30, 1991, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

| | | | | |
|--------|-------------------|-----------------|------------------|-------------------|
| Wages: | Effective | <u>May 1/89</u> | <u>Dec. 6/89</u> | <u>Apr. 29/90</u> |
| | General Increases | \$1 | | \$1 |

| Additional Adjustments | Some reclassifications and certain classifications deleted | 20¢ for certain classifications | 20¢ for all clerical classifications |
|---------------------------|--|---------------------------------------|--|
|---------------------------|--|---------------------------------------|--|

Warehouse
Department

| | | | |
|------------------------------|--------------------------------------|-----------------|-----------------|
| Warehouse Clerk A Days | \$11.19-\$16.99 (\$10.19-\$15.99) | \$11.39-\$17.19 | \$12.39-\$18.19 |
| Receiver- Checker Days | \$17.52 (\$16.52) | \$17.72 | \$18.72 |

Advertising and
Duplication
Department

| | | | |
|--|--------------------------------------|--|-----------------|
| Bindery Operator B | \$10.26-\$16.03 (\$ 9.26-\$15.03) | | \$11.26-\$17.03 |
| Photo- Typesetter/ Assistant Programmer | \$12.74-\$18.52 (\$11.74-\$17.52) | | \$13.74-\$19.52 |

Office Employees

| | | | |
|-------------------------------|--------------------------------------|-----------------|-----------------|
| Order Clerk | \$10.46-\$16.36 (\$ 9.46-\$15.36) | \$10.66-\$16.56 | \$11.86-\$17.76 |
| Inventory Control Clerk | \$11.22-\$17.04 (\$10.22-\$16.04) | \$11.42-\$17.24 | 12.62-\$18.44 |

Note: Incentive rates to be implemented for Grocery Assemblers, Frozen Food and Fresh Meat Assemblers.

Premium Pay: 15¢ for all hours operating a forklift for clerks, janitors, and new licensees. (Previously 15¢ for all hours worked.) Lump sum payment of \$624 for employee with license who did not receive the premium. Ice car unloading premium deleted. (Previously, 25¢ per hour.)

Acting Pay Premium (Advertising Department): 25¢ (15¢) per hour worked over own classification rate for employee assigned to a higher paying classification. 45¢ (25¢) if assigned as Assistant Manager.

Mileage Allowance: 24.8¢ (21.7¢) per kilometre with a minimum pay out of \$4 (\$3.50) per trip.

Technological Change: Training to be provided to the most senior employee able to operate new equipment (new).

EDUCATION AND RELATED SERVICES

Grey County Board of Education at Markdale - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 382 employees, settled with mediation assistance. Duration of negotiations - 10 months.

| | | |
|--------|--|---|
| Wages: | Effective | <u>Sept. 1/89</u> |
| | Increases | 5.5% for Teachers; 5.49%-5.74% for Principal and Vice-Principal |
| | Teacher-Category I 0-10 years | \$25,968-\$45,444 (\$24,614-\$43,074) |
| | Teacher-Category IV 0-10 (0-12) years | \$34,625-\$56,262 (\$28,716-\$53,328) |
| | Vice-Principal 0-3 years | \$63,172-\$65,872 (\$59,738-\$62,438) |
| | Principal 0-3 years | \$71,890-\$74,890 (\$67,986-\$70,986) |

* Note: A Category III rated Teacher with less than one year of teaching experience is placed at year 1 teaching experience level on the basic salary schedule. A Category IV rated Teacher with less than 2 years of teaching experience is placed at the year 2 level.

COLA: 1% per 1% increase in the CPI - 1981=100, using the August 1989 index as the base. Triggered at 10% annually and capped at 13%. Folded in annually. (Basic formula is unchanged. Formula did not trigger.)

| | | |
|---|---|-------------------|
| Annual Responsibility Allowances: | Effective | <u>Sept. 1/89</u> |
| | Coordinator | \$7,403 (\$7,017) |
| | Special Assignment Teacher | \$4,095 (\$3,693) |
| | Director | \$3,849 (\$3,648) |
| | Major Head | \$3,325 (\$3,151) |
| | Minor Head | \$2,614 (\$2,477) |
| | Assistant Head | \$2,101 (\$1,991) |
| | Acting Positions - 2/3 of appropriate allowance | |

Master's Degree Allowance: \$949 (\$903) per year.

Doctorate Allowance: \$1,106 (\$1,053) per year.

| | |
|---|--|
| Professional Accountants' Appellation Allowance: | \$791 (\$753) per year for Business Studies Teachers with a university degree and the title of C.A., C.G.A. or R.I.A. |
| Continuing Education Teaching Pay: | \$29.54 (\$28) per hour for Teacher. \$5,460 per assignment for Summer School Administrator (new). |
| Supplementary Payment Plan/ Maternity or Adoption Leaves: | Pays the equivalent UIC benefit or 50% of regular wages for the 2-week UIC waiting period whichever is higher. (Previously, paid the equivalent UIC benefit only.) |
| Health and Welfare: | <u>OHIP</u> - Employer pays 80% (75%) of premium costs. <u>Major Medical</u> - Effective January 1, 1990, employer pays 85% (80%) of premium costs. <u>Dental Plan</u> - Coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1990, employer pays 65% (60%) of premium costs. |
| Transfer Allowance: | \$2,000 (\$1,500) for Teacher transferred outside own municipality. \$4,000 (\$3,000) for Principal or Vice-Principal transferred prior to completing 2 years' service at one location. |

Lakehead Board of Education at Thunder Bay - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 529 employees, settled at the bargaining stage. Duration of negotiations - 8 1/2 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Jan. 1/90</u> |
|-----------------------------------|-----------|--|-------------------|
| General Increases | | 4% | 2% |
| Teacher-Category I 0-10 years | | \$27,435-\$43,911 (\$26,380-\$42,222) | \$27,984-\$44,789 |
| Teacher-Category IV 0-11 years | | \$33,522-\$56,160 (\$32,233-\$54,000) | \$34,193-\$57,283 |
| Vice-Principal 0-3 years | | \$62,951-\$66,054 (\$60,530-\$63,513) | \$64,210-\$67,375 |
| Principal 0-3 years | | \$66,522-\$74,675 (\$63,963-\$71,803) | \$67,852-\$76,169 |
| Effective | | <u>Sept. 1/90</u> | <u>Jan. 1/91</u> |
| General Increases | | 4% | 2% |
| Teacher-Category I | | \$29,103-\$46,581 | \$29,685-\$47,512 |
| Teacher-Category IV | | \$35,560-\$59,575 | \$36,272-\$60,766 |

| | | |
|----------------|-------------------|-------------------|
| Vice-Principal | \$66,779-\$70,070 | \$68,114-\$71,471 |
| Principal | \$70,566-\$79,215 | \$71,977-\$80,800 |

Previous rates reflect 0.746% COLA folded into wages August 31, 1989.

COLA Provision: Inoperative. (Previously, 1% per 1% increase in the CPI - 1981=100, from April 1988 to April 1989 plus 0.5%. Triggered at 4.18%. Capped at 0.746% of salary grid. Folded into salaries August 31, 1989.)

Annual Responsibility Allowances: Curriculum Co-ordinator - incremental levels of 11%, 12% and 13% over grid placement. (Previously, 10%, 11% and 12% over grid placement.)

Department Head - \$1,300 (\$1,200) per year. Effective September 1, 1990, \$1,400.

Health and Welfare: Life Insurance - Effective February 1, 1990, benefit is twice the maximum annual salary for Teacher-Category IV. (Previously, twice the employee's annual salary).

Vision Care (new) - Employer pays 75% of premium costs. Maximum claim is \$200 per person every 2 years.

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule.

Lincoln County Board of Education at St. Catharines - Ontario Public School Teachers' Federation (Ind.) (occasional elementary teachers): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

| | | | |
|--------|-----------|-------------------|------------------|
| Wages: | Effective | <u>Jan. 1/90</u> | <u>Jan. 1/91</u> |
| | Increases | \$10-\$18 per day | \$5 per day |

Casual Occasional Teacher

Daily Rates*

| | | |
|------------------------|--------------|-------|
| Teacher without degree | \$110 (\$92) | \$115 |
|------------------------|--------------|-------|

| | | |
|---------------------|---------------|-------|
| Teacher with degree | \$115 (\$105) | \$120 |
|---------------------|---------------|-------|

| | |
|------------------------------|--|
| Long-Term Occasional Teacher | Daily rate in accordance with current salary paid for full-time teachers (unchanged) |
|------------------------------|--|

* Daily rates include 4% vacation and holiday pay.

Note: A Long-Term Occasional Teacher is an occasional teacher employed for a period of more than 15 (20) consecutive teaching days. Effective January 1, 1991, more than 10 consecutive teaching days.

Sick Leave: Days accumulated during a long-term assignment can be retained and used in a subsequent assignment during the current school year. (Previously, used only during the current assignment.)

Health and Welfare: Long-Term Occasional Teacher receives \$3 per day worked in lieu of benefits (new).

Niagara South Board of Education at Welland - Federation of Women Teachers' Associations of Ontario (Ind.), Ontario Public School Teachers' Federation (Ind.) and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 920 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 10 months.

| Wages: | Effective | Sept. 1/89 | Feb. 1/90 |
|-----------------------------------|-------------------------------|---------------------|-------------------|
| | General Increases | 5.4% | .6% |
| | Additional Adjustments | | |
| | Teacher-Category D | \$19,493-\$27,193 | \$19,656-\$28,896 |
| | 0-5 years | (\$18,527-\$25,800) | |
| | Feb. 1, 1990 | | |
| | 0-6 years | | |
| | Teacher-Category A1 | \$25,080-\$44,508 | \$25,228-\$44,775 |
| | 0-12 years | (\$23,796-\$42,230) | |
| | Feb. 1, 1990 | | |
| | 0-11 years | | |
| | Teacher-Category A4 | \$31,159-\$55,963 | \$31,341-\$56,300 |
| | 0-12 years | (\$29,562-\$53,096) | |
| | Feb. 1, 1990 | | |
| | 0-11 years | | |
| Annual Responsibility Allowances: | Principal | \$6,096-\$11,941 | \$6,132-\$12,012 |
| | | (\$5,786-\$11,330) | |
| | Vice-Principal | \$3,186-\$5,763 | \$3,205-\$5,797 |
| | | (\$3,023-\$5,468) | |
| | Consultant | \$5,128-\$9,223 | |
| | | (\$4,906-\$8,826) | |
| | Learning Resources Counsellor | \$1,000 | |
| | | (\$688) | |

Post-Graduate Degree Allowance: \$674 (\$645)

Health and Welfare: LTD - Effective January 1, 1990, maximum benefit is \$3,700 (\$2,800) per month.

Continuation of Benefits - Adoption Leave - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks (new).

Professional Development Fund: \$80 per full-time equivalent employee. (Previously, a flat fund of \$50,703.)

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 264 employees, settled with mediation assistance. Duration of negotiations - 11 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Dec. 1/89</u> |
|--------|----------------------------------|--|-------------------|
| | Increases | 5.45% | .49%-.88% |
| | Teacher-Category 1 0-10 years | \$27,673-\$44,272 (\$26,243-\$41,984) | \$27,811-\$44,543 |
| | Teacher-Category 4 0-10 years | \$33,480-\$55,902 (\$31,750-\$53,013) | \$33,647-\$56,182 |
| | Vice-Principal | \$61,952-\$67,415 (\$58,750-\$63,930) | \$62,262-\$67,752 |
| | Principal | \$69,126-\$75,744 (\$65,553-\$71,829) | \$69,472-\$76,123 |

COLA: 0.2% of individual annual teacher salary per 0.2% point increase in the CPI - 1971=100, using the August 1989 index as the base. Triggered at 8%. Capped at 10%. Payable in September 1990. (Basic formula is unchanged. Formula did not trigger.)

| | | |
|-----------------------------------|---|----------------------|
| Annual Responsibility Allowances: | Director | \$3,674 (\$3,471) |
| | Major Head | \$3,474 (\$3,282) |
| | Intermediate Head | \$2,572 (\$2,430) |
| | Minor Head, Assistant Head and Special Educational Resource | \$1,704 (\$1,610) |
| | Co-ordinator | \$4,390 (\$4,147) |

Principal of Continuing Education \$9,444
(\$8,922)

Head of Alternative Education \$3,474
(new)

Graduate Degree Allowance: \$827 (\$781) per year for Master's degree or higher and \$554 (\$523) for other degree to a maximum of \$1,107 (\$1,046) per employee.

Professional Qualifications Allowance: \$509 (\$481) for teacher with C.A. or R.I.A designation.

Related Experience Allowance: \$383 (\$362) per year to a maximum of \$3,830 (\$3,620).

Health and Welfare: Employer pays full benefit coverage for part-time teacher teaching 24 or more periods during a 6-day cycle; pro-rated for less than 24 periods except for life insurance (new).

Major Medical - Effective January 1, 1990, plan is extended to include private duty nursing for up to ninety 8-hour shifts per person per year, paramedical services to the Ontario Blue Cross Standard and the Ontario Blue Cross Deluxe Travel Plan (new).

Vision - Effective January 1, 1990, maximum claim is \$225 (\$175) per person every 2 years.

Hearing - Effective January 1, 1990, maximum claim is \$450 (\$400) per person every 2 years.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1990, plan is extended to provide 50%-50% co-insurance for dentures (new).

Transfer Allowance: \$485 (\$458) for teacher transferred under certain circumstances.

Professional Development and Educational Leave Fund (new): Effective January 1, 1990, employer will provide fund of \$71,000.

Peel Board of Education at Mississauga - Federation of Women Teacher's Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 3,000 employees, settled with mediation assistance. Duration of negotiations - 10 months.

| | | | |
|--------|-------------------|-------------------|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | General Increases | 6% | 6%* |

| | | |
|-------------------------------------|--|-------------------|
| Teacher-Level 1 0-5 years | \$21,439-\$30,797 (\$20,225-\$29,054) | \$22,725-\$32,645 |
| Teacher-Level 4 0-10 (0-9) years | \$26,543-\$48,095 (\$25,041-\$43,340) | \$28,136-\$50,981 |
| Teacher-Level 7 0-11 years | \$33,009-\$56,716 (\$31,140-\$53,506) | \$34,989-\$60,119 |
| Vice-Principal 0-4 years | \$54,731-\$62,671 (\$51,633-\$59,124) | \$58,015-\$66,431 |
| Co-ordinators 0-4 years | \$62,388-\$69,194 (\$58,857-\$65,227) | \$66,131-\$73,345 |
| Principal 0-4 years | \$66,925-\$73,731 (\$63,137-\$69,558) | \$70,940-\$78,155 |

| | | |
|-----------|-------------------|-------------------|
| Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|-----------|-------------------|-------------------|

Annual
Responsibility
Allowance:

| | | |
|-----------------------------------|----------------------|---------|
| Consultant or Resource Teacher | \$3,750 (\$3,150) | \$3,795 |
|-----------------------------------|----------------------|---------|

Extra Degree
Allowances:

| | | |
|-----------|--------------------|---------|
| Doctorate | \$1,000 (\$800) | \$1,060 |
|-----------|--------------------|---------|

| | | |
|---|------------------|-------|
| Master of Arts and Master of Education | \$750 (\$500) | \$795 |
|---|------------------|-------|

| | | |
|-----------------------|------------------|-------|
| Bachelor of Paedogogy | \$318 (\$300) | \$337 |
|-----------------------|------------------|-------|

| | | |
|--------------------------|------------------|-------|
| Bachelor of Education | \$106 (\$100) | \$112 |
|--------------------------|------------------|-------|

| | | |
|----------|------------------|-------|
| A.R.C.T. | \$424 (\$400) | \$449 |
|----------|------------------|-------|

Continuing
Education
Teachers (new):

| | | |
|-----------|-------------------|-------------------|
| Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|-----------|-------------------|-------------------|

Hourly Rates

| | | |
|------------------|---------|---------|
| Start | \$31.80 | \$33.71 |
| 2 Credits taught | \$33.92 | \$35.96 |
| 4 Credits taught | \$36.04 | \$38.20 |
| 6 Credits taught | \$38.16 | \$40.45 |

Annual
Responsibility
Allowances:

| | | |
|--------------|---------|---------|
| Co-ordinator | \$4,982 | \$5,281 |
| Assistant | \$3,604 | \$3,820 |
| Co-ordinator | | |

* Additional wage adjustment to equal the percentage increase in the CPI, from April 1990 to April 1991. Triggered at 6%. Capped at 8%.

Health and
Welfare:

Life Insurance - Benefit is 3 (2 1/2) times annual salary rounded to the nearest \$500.

Major Medical - \$500 (\$250) per year for licensed paramedical services.

Vision (new) - Maximum claim is \$150 every 2 years.

Hearing (new) - Maximum claim is \$500 every 5 years.

Dental - Coverage continues to be based on the current years's ODA fee schedule. Maximum annual claim is \$3,000 (\$1,500) for basic and major restorative services and maximum lifetime claim is \$3,000 (\$1,500) for orthodontic services.

Paid Preparation Time (new): Effective September 1, 1990, 120 minutes per 5 day cycle. Effective September 1, 1991, 140 minutes.

Perth County Board of Education at Stratford - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

| Wages: | Effective | Sept. 1/89 | Sept. 1/90 |
|---|--|--|-------------------|
| | Increases | 5.66%-5.96% | 5.25%* |
| | Teacher-Category D 0-6 years | \$19,902-\$27,962 (\$18,836-\$26,464) | \$20,947-\$29,430 |
| | Teacher-Category A1 0-11 years | \$25,657-\$43,994 (\$24,213-\$41,578) | \$27,004-\$46,304 |
| | Teacher-Category A4 0-11 (0-12) years | \$30,777-\$56,000 (\$29,069-\$53,000) | \$32,393-\$58,940 |
| | Principal-A School 0-2 years | \$63,360-\$66,852 (\$59,966-\$63,271) | \$66,686-\$70,362 |
| Annual Responsibility Allowances: | Itinerant Teacher | \$702 (\$664) | \$739 |
| | Special Education, Certificate | \$983 (\$930) | \$1,035 |
| | Consultant | \$4,915 (\$4,652) | \$5,173 |

* Additional wage adjustment to equal the percentage increase in the CPI, from May 1989 to May 1990. Triggered at 5.25%.

Health and Welfare: Major Medical - Effective January 1, 1990, maximum \$300 per year for the services of a licensed psychologist, speech therapist, podiatrist, osteopath, naturopath, masseur, chiropractor, and physiotherapist (new).

Semi-Private Hospitalization (new) - Employer pays 85% of premium costs.

Dental - Effective January 1, 1990, Blue Cross Rider 3 is added on a 50%-50% co-insurance basis with a maximum lifetime claim of \$2,000 per person. Coverage is based on the previous year's ODA fee schedule.

Vision - Maximum claim is \$150 (\$75) every 2 years per person 18 years and over and every year per person under 18. Effective September 1, 1990, \$200.

Paid Preparation Time: Effective September 1, 1990, minimum 140 (120) minutes per 6-day cycle.

Simcoe County Board of Education at Barrie - Ontario Public School Teachers' Federation (Ind.)(occasional teachers): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 369 employees, settled at the bargaining stage. Duration of negotiations - 5 days.

Wages: Effective Jan. 1/90

General Increase 5.7%

Daily rates

Casual Occasional Teacher

Certified \$121.56
(\$115)

Non-Certified \$91.17
(\$86.25)

Daily rates include 4% vacation pay and 3% holiday pay.

Simcoe County Board of Education at Barrie - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,500 employees, settled at the post-fact finding bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/89 Sept. 1/90

General Increases 5.7% 5.7%

Teacher-Category D \$20,730-\$29,278 \$21,912-\$30,947
0-6 years (\$19,612-\$27,699)

Teacher-Category A1 \$27,082-\$45,109 \$28,626-\$47,680
0-11 years (\$25,621-\$42,676)

| | | |
|-----------------------------------|--|-------------------|
| Teacher-Category A4 0-11 years | \$32,442-\$56,421 (\$30,692-\$53,378) | \$34,291-\$59,637 |
| Curriculum Officer | \$60,717-\$62,988 (\$57,443-\$59,591) | \$64,178-\$66,578 |
| Principal "A" School | \$64,044-\$68,187 (\$59,588-\$64,510) | \$67,695-\$72,074 |
| Principal "B" School | \$1,512 per FTE (\$1,430 per FTE) | \$1,598 per FTE |

Annual
Responsibility
Allowances:

Increased in accordance with general salary increases.

Health and
Welfare:

Life Insurance & AD & D - Effective January 1, 1990, employer pays 100% of the premium costs for first \$25,000. (Previously, employer paid 50% of premium costs for \$25,000 or less, and 100% of premium costs of the first \$25,000 for employee insured for more than \$25,000.)

Dental - Effective Sept. 1, 1990, employer pays 75% (70%) of premium costs. Coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1991, employers pays 80% of premium costs.

Supplementary
Pay Plan for
Maternity or
Adoption Leave
(new):

Effective September 1, 1990, employer funded plan pays 60% of regular wages for the 2-week UIC waiting period.

Paid Preparation
Time:

Effective September 1, 1990, 140 (120) minutes per week. Effective September 1, 1991, 150 minutes.

Professional
Development
Fund:

All funds are increased by 5.7% except Teachers Fund which increases by \$10 per FTE teacher. Effective September 1, 1990 increased by 5.7% and \$10 respectively.

McMaster University at Hamilton - Local 6, Canadian Educational Workers (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
|--------|---|----------------------|-------------------|
| | Increases | 3.9%-5% | 4.5%-5% |
| | Teaching Assistantship- Undergraduate | \$8.17 (\$7.78) | \$8.58 |
| | Teaching Assistantship or Research Assistantship- Graduate or Qualifying year | \$26.38 (\$25.39) | \$27.56 |

Note: Wage rates include 4% vacation pay (unchanged).

Health and
Welfare:

Dental (new) - Effective January 1, 1990, employer pays 50% of the costs for regular full-time Graduate Teaching Assistantships. Plan provides 100% reimbursement for diagnostic, preventative and palliative services and 80%-20% co-insurance for restorative, endodontic, and periodontic services, and surgical procedures. Coverage is based on 1988 ODA fee schedule.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC)
(full-time and part-time librarians, office and clerical employees):
A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

| Wages: | Effective | Jan. 1/89 | Jan. 1/90 | Sept. 1/90 |
|--------|------------------------|--|--|---------------------|
| | Additional Adjustments | 60¢ for Pages and 2% for all other employees | 60¢ for Pages and 2.5% for all other employees | 60¢ for pages ** |
| | General Increases | 7% | 7%* | |

Annual Rates

| | | |
|--|--|-------------------|
| Junior Clerical Assistant 0-4 years | \$19,409-\$21,670 (\$17,783-\$19,855) | \$21,287-\$23,767 |
| Librarian 6 0-5 years | \$41,581-\$57,717 (\$38,099-\$52,883) | \$45,604-\$63,301 |

* Conditional wage reopener if the Toronto CPI for December, 1990 represents an increase of 8.5% or more above the December, 1989 index.

** \$250,000 has been set aside by the employer for further wage adjustments for selected job classifications.

The majority of the terms and conditions of the agreement have been extended to cover part-time employees. (Previously only full-time employees.)

Language
Allowances:

Effective January 1, 1990, full-time employees required to use a language other than English receive \$600 (\$500) per year for the first language, \$450 (\$350) for the second, and \$125 (\$100) for any others. Part-time employees receive 50% of full-time allowances (new).

Paid Holidays:

Extended to include part-time employees. Easter Monday is added for Pages only if it falls on a regularly scheduled work day.

Paid Vacation:

Extended to include part-time employees; Effective September 1, 1989, 4 weeks after 5 (8) years of service for clerical employees; and 5 weeks after 16 (17) and 6 weeks after 23 (24) years for clerical employees and librarians.

Maternity Leave: Effective January 1, 1990, extended to cover Pages.

Paid Paternity Leave (new): Up to 5 days within the 2-week period before or after birth of a child for full-time and part-time employees.

Supplementary Payment Plan for Adoption Leave (new): Adoption - Pays the difference between 75% of wages and the UIC benefit, after the 2-week waiting period.

Paid Union Leave: 2 1/2 (1) days per week for Union President or delegate. 5 (3) days per week for union bargaining committee members. Up to 60 (40) work days per week for a maximum of 12 (10) designated employees.

Health and Welfare: Life Insurance - Employer pays 50% of premium costs for part-time employees. Maximum benefit is 1 1/2 times annual salary rounded to the nearest \$1,000 (new).

LTD - Extended to include part-time employees. (Previously applied to full-time employees only.) Effective January 1, 1990, maximum \$2,500 (\$2,000) per month for current recipients. Effective July 1, 1990, maximum \$3,000 if disability occurs on or after January 1, 1990.

Major Medical (full-time and part-time employees) - Effective January 1, 1990, up to \$15 per visit to a licensed chiropractor, osteopath, podiatrist or chiropodist and up to \$35 per person per year for X-rays for a chiropractor, to an annual maximum of \$200 for expenses not covered by OHIP (new).

Hearing Aid (full-time and part-time employees) - Effective January 1, 1990, maximum claim is \$400 per person per benefit year. (Previously \$300 for full-time employees only.)

Dental Plan - Effective January 1, 1990, 60%-40% (50%-50%) co-insurance for dentures.

Continuation of Benefits During Maternity Leave - Extended to include Pages. (Previously full-time and part-time employees only.)

Adoption Leave - Benefit coverage continues for a maximum of 3 months (new).

Personal Leave Provision - Extended to include Pages, part-time, and occasional employees. (Previously, full-time employees only.)

Special and Extended Leave - Benefit coverage continues for a maximum of 3 months for full-time and part-time employees. (Previously, maximum of 6 weeks for full-time employees only.)

Election Candidates - Benefit coverage continues for up to 8 (4) weeks for employees running as municipal election candidates.

Payment in Lieu of Fringe Benefits - 10% of straight time rate for occasional employees, 8% for temporary employees, and 5% for Pages temporarily appointed to a full-time position (new).

Pension Plan: Extended to include eligible Pages, part-time, occasional and temporary employees. (Previously applied only to full-time employees.)

HEALTH AND WELFARE SERVICES

Canadian Red Cross Society at Brantford and Dundas - Locals 204 and 532, Service Employees International (AFL-CIO/CLC): Two 16-month first agreements effective from December 22, 1989 to April 30, 1991, covering 224 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

| | | |
|--------|------------------|----------------------------------|
| Wages: | Effective | <u>Sept. 1/90</u> |
| | General Increase | 4% |
| | Home Support | \$7.54-\$8.66 (\$7.25-\$8.33) |

Maximum rates are reached after 5 years.

Hours of Work: Minimum 21 hours per week. Individual work schedules are based on employee's availability and employer's service load.

Pay for Work on
Paid Holidays: Time and one-half for all hours worked.

Paid Rest
Periods: One 15-minute break in each half of a full day assignment; after 3 hours or more on a day with 2 scheduled assignments or with one assignment of 4 hours or less.

Reporting Pay: 3 hours' pay at straight time when assignment is cancelled without any fault of the employee; 2 hours' pay in the case of a scheduled 2-hour assignment.

Paid Travel
Time: Effective January 1, 1990, employee receives regular wages for actual time spent travelling by car between assignments and maximum of 1/2 hour's pay per trip for travel without a car.

Injury on the
Job: Employee receives regular wages for the balance of the scheduled work period on which the injury occurs.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day, and Boxing Day for a total of 8 days.

Paid Vacation: 1 day per month of service to a maximum of 10 days for employee with less than 1 year of service and 2 weeks after one year.

Travel
Allowance: 25¢ per kilometre after 10 kilometres per day. Applies for employees using their car for travel between cases. Rate changes to 24¢ after 4,000 kilometres has been claimed in any one year; 23¢ after 10,701 kilometres has been claimed. Employees are reimbursed for bus fare if travel is by bus.

PERSONAL SERVICES

Orangerooof of Canada operating as Howard Johnson Airport Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1989 to November 30, 1992, covering 212 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

| | | | | |
|--------|------------------------|----------------------|-------------------|-------------------|
| Wages: | Effective | <u>Nov. 27/89</u> | <u>Dec. 11/89</u> | <u>June 25/90</u> |
| | Increases | 15¢ | 16¢-46¢ | 16¢-36¢ |
| | Waiter/ Waitress | \$5.16 (\$5.01) | \$5.37 | \$5.53 |
| | Maintenance Painter | \$11.45 (\$11.30) | \$11.91 | \$12.27 |
| | Effective | <u>Dec. 3/90</u> | <u>June 3/91</u> | <u>Dec. 2/91</u> |
| | Increases | 16¢-36¢ | 17¢-38¢ | 18¢-39¢ |
| | Waiter/ Waitress | \$5.69 | \$5.86 | \$6.04 |
| | Maintenance Painter | \$12.63 | \$13.01 | \$13.40 |
| | Effective | | <u>June 1/92</u> | |
| | Increases | | 28¢-50¢ | |
| | Waiter/Waitress | | \$6.32 | |
| | Maintenance Painter | | \$13.90 | |

Start Rates - 50¢ (35¢) below job rates for first 3 months.

Shift Premium: 20¢ (10¢) per hour for scheduled work of 3 or more hours after midnight.

Paid Holidays: Effective June 1, 1992, Easter Monday is added for a total of 12 (11) days.

Paid Vacation: 4 weeks after 12 (13) years of service.

Health and Welfare: Life Insurance - Effective May 1, 1990, employer pays 41¢ (38¢) per hour towards the union Group Plan. Effective May 1, 1991 and 1992, 44¢ and 47¢ respectively.

Pension Plan: Employer Contribution - Effective January 1, 1992, 15¢ (10¢) per hour worked.

Cash Bar
Gratuity (new): 15% charge on cash bar tickets.

| | |
|-------------------------------|--|
| Jury duty Leave (new): | Employee receives the difference between regular daily wages and court fees received. |
| Court Attendance Leave (new): | Employee is eligible for paid time off and reimbursement for reasonable expenses if required by the employer to attend court or other public investigations. |

Toronto Hotel Employers Association (a non-incorporated voluntary employer association) representing Chelsea Inn, Toronto Hilton, Inn on the Park, Westbury Hotel, Prince Hotel, Primrose Hotel, Ramada Hotel-Don Valley, Sheraton Centre and Ramada Renaissance on Bloor - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1990 to January 31, 1993, covering 3,685 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

| | | | | |
|--------|-----------------|-----------------------|------------------|------------------|
| Wages: | Effective | <u>Feb. 1/90</u> | <u>Aug. 1/90</u> | <u>Feb. 1/91</u> |
| | Increases | 28¢-55¢ | 18¢-46¢ | 18¢-48¢ |
| | Waiter/Waitress | \$5.86 (\$5.58) | \$6.04 | \$6.22 |
| | Room Attendant | \$8.13 (\$7.74) | \$8.54 | \$8.97 |
| | Station Chef | \$11.51 (\$10.96) | \$11.97 | \$12.45 |
| | Effective | <u>Aug. 1/91</u> | <u>Feb. 1/92</u> | <u>Aug. 1/92</u> |
| | Increases | 18¢-47¢ | 19¢-47¢ | 13¢-40¢ |
| | Waiter/Waitress | \$6.40 | \$6.59 | \$6.72 |
| | Room Attendant | \$9.23 | \$9.69 | \$10.00 |
| | Station Chef | \$12.82 | \$13.20 | \$13.60 |

Tour Baggage Handling Pay: Effective February 1, 1991, \$1.50 (\$1.40) per bag in and out for Service Department employees.

Bereavement Leave: Eligibility is 50 working days for full-time employees. (Previously, after 1 year of continuous service.)

Health and Welfare: Effective May 1, 1990, employer contributes a maximum of 43¢ (41¢) per hour worked per employee to the health and welfare benefit plan. Effective May 1, 1991 and 1992, 45¢ and 47¢ respectively.

Pension Plan: Effective August 1, 1992, employer contributes 15¢ (10¢) per hour worked by full-time regular employees.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Local 2228, Electrical Workers (IBEW) (AFL-CIO/CFL)
(electronics group): A 20 1/2-month renewal agreement effective from December 20, 1989* to August 31, 1991, with wages retroactive from September 1, 1989, covering 1,000 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

* Previous agreement expired August 31, 1989.

| | | | |
|--------|---------------------|---|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | Increases | 4.4%-8% | 4.4% |
| | <u>Annual Rates</u> | | |
| | EL-1 | \$19,862-\$30,089 (\$19,025-\$27,843) | \$20,736-\$31,413 |
| | EL-9 | \$51,802-\$64,142 (\$49,619-\$59,468) | \$54,081-\$66,964 |

Shift Premium: 0-\$7.50-\$7.50 (0-\$4.75-\$4.75) per shift.

Overtime Pay: Employees aboard ship receive overtime rate for time worked, or one hour's pay at straight time rate, whichever is greater, for overtime work not contiguous to regularly scheduled hours (new).

Weekend Premium: 75¢ (65¢) per hour.

Standby Pay: \$12 (\$10) per shift.

Paid Vacation: 5 weeks after 19 (20) years of service and 6 after 29 (30).

Bereavement Leave: Up to 3 days' paid leave upon death of step-sister/brother (new). Bereavement period that falls on lieu days is considered bereavement leave. (Previously applied only to vacation.)

Leave with Pay for Family-Related Responsibilities: 1 day's paid leave for accompanying dependent family member to a medical/dental appointment when treatment is unavailable locally and additional travel time is required (new).

Meal Allowance: \$6 (\$5.50) after 3 hours of overtime immediately following regular shift, \$6 (\$5) after an additional 4 hours or for 3 hours worked immediately before regular shift.

Flying Allowance: \$100 (\$80) per month or \$10.50 (\$8) per hour for designated employees.

Sea Duty Allowance: \$12 (\$6) for each night at sea and \$8 (\$6) when required to transfer from a helicopter/vessel to a mobile offshore drilling unit.

Penological Factor Allowance: Maximum \$1,600 (\$1,400) per year, applicable for employees required to work in a penal institution.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (maintenance services category): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 4,991 employees, settled by arbitration. Duration of negotiations - 11 1/2 months.

| | | |
|--------|---|--|
| Wages: | Effective | <u>Jan. 1/89</u> |
| | General Increase | 6.02% |
| | <u>Hourly Rate</u> | |
| | Maintenance Electrician 40 hours per week | \$15.39-\$15.79 (\$14.52-\$14.89) |
| | <u>Weekly Rates</u> | |
| | Operator 1, Bindery Equipment 36 1/4 hours per week | \$380.92-\$417.92 (\$359.29-\$394.19) |
| | Highway Equipment Supervisor 3 Minimum 36 1/4 hours per week | \$875.38-\$953.48 (\$825.67-\$899.34) |

Maximum rates are reached in annual steps on merit.

Note: Benefits and working conditions are covered, for the most part, under a separate agreement.

LOCAL ADMINISTRATION

Kitchener City Corporation - Local 791, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 217 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

| | | |
|--------|---------------------|--|
| Wages: | Effective | <u>Jan. 1/90</u> |
| | General Increase | 5.3% |
| | <u>Annual Rates</u> | |
| | File Clerk | \$17,901-\$21,060 (\$17,000-\$20,000) |
| | Property Officer | \$37,592-\$44,226 (\$35,700-\$42,000) |

Maximum rate for File Clerk is reached after 9 months and for Property Officer after 3 years.

* Previous rates reflect the first stage of a 3-stage Pay and Internal Equity Adjustment Plan, implemented October 1, 1989, with further adjustments scheduled for October 1, 1990 and 1991.

Paid vacation: Effective June 1, 1990, 5 weeks after 17 (18) years of service and 6 after 25 (29).

Health and Welfare: Major Medical - Annual deductible \$10 (\$20) for family coverage.

Vision - Maximum claim is \$140 (\$120) per family member every 2 years for the cost of eye glasses.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits During Maternity/Adoption Leaves - Employer continues to share premium costs for health and welfare benefits for a maximum of 6 months. (Previously 17 weeks, plus an additional 30 days for maternity leave.)

Meal Allowance: \$5.75 (\$5.25) after 2 hours overtime continuous with a regular working day.

Job Security (new): Guarantee of continuous employment for employees with more than 2 years' seniority affected by contracting out.

Addenda

July 1989 Settlement

MISCELLANEOUS MANUFACTURING

Plastic-Fab Ltd., previously Morval-Durafoam Limited, at Kitchener and Waterloo - Local 838, Rubber Workers (AFL-CIO/CLC): A 12-month renewal agreement effective July 1, 1989 to June 30, 1990, covering 205 employees, settled at the bargaining stage and ratified in July 1989. Duration of negotiations - 3 months.

| | | |
|--------|----------------------------|-------------------|
| Wages: | Effective | <u>July 1/89</u> |
| | COLA Fold-in | \$1.19 |
| | Skilled Trades Adjustments | 23¢-47¢ |
| | Group I (includes Packing) | \$9.48 (\$8.29) |
| | Electrician - Grade AA | \$14.25 (\$12.59) |

COLA: 1¢ per 0.3 point change in the CPI - 1971=100 using the June 1989 index plus 5 points as the base. Adjusted quarterly and folded into wages annually. (Basic formula is unchanged.)

Health and Welfare: Weekly Indemnity - Benefit is 60% of regular earnings to a maximum of \$363 (\$297).

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service.

Vesting- At age 45 with 2 years of service.

August 1989 Settlement

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Ottawa - Employees' Association (Ind.) (full-time and part-time office, clerical, maintenance, plant operations, and transportation employees): Two 24-month renewal agreements effective from January 1, 1989 to December 31, 1990, covering 400 employees, settled with mediation assistance and ratified in August, 1989. Duration of negotiations - 9 months.

| | | | |
|--------|-------------------------|---------------------|-------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> |
| | General | | |
| | Increases | 4% | 4% |
| | <u>Maintenance Unit</u> | | |
| | <u>Annual Rates</u> | | |
| | Caretaker 1 | \$20,019-\$23,570 | \$20,820-\$24,513 |
| | 35 hrs/wk | (\$17,735-\$19,906) | |
| | Carpenter | \$28,135-\$33,125 | \$29,260-\$34,450 |
| | 40 hrs/wk | (\$28,336-\$31,841) | |
| | Additional | Restructuring | Restructuring |
| | Adjustments | of wage schedule | of wage schedule |

Maximum rates are reached after 4 (3) years.

Health and Welfare: Employer Contributions - Effective September 1, 1989, employer pays 85% (80%) of the premium costs for life insurance, LTD and dental plans and 90% (85%) for OHIP and extended health coverage.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

September 1989 Settlement

WHOLESALE TRADE

Loeb Inc., at Ottawa - Local 91, Teamsters (Ind.) (warehouse, garage employees, and drivers): A 36-month agreement* effective from April 1, 1989 to March 31, 1992, covering 225 employees, settled at the conciliation officer stage and ratified in September 1989. Duration of negotiations - 6 months.

* Previously 4 agreements 2 of which expired in December 31, 1988 and two which expired in March 31, 1989.

| Wages: | Effective | Jan. 1/89 | Apr. 1/89 | Apr. 1/90 | Apr. 1/91 |
|---|-----------|--|--|-----------|-----------|
| Increases | | 85¢ for Drivers and Capital City employees | 26¢ for Drivers and Capital City employees and 85¢ for Grocery and Produce Warehouse Employees | 90¢ | \$1.00** |
| Additional Adjustment | | | 20¢ per hour for Diesel Mech. | | |
| <u>Ottawa Grocery/Produce Warehouse</u> | | | | | |
| Pickers/Packers | | | \$16.75 (\$15.90) | \$17.65 | \$18.65 |
| Drivers | | \$16.59 (\$15.74) | \$16.85 | \$17.75 | \$18.75 |
| <u>Mileage Rates</u> | | | | | |
| Axles 2, 3 & 4 | | 35.3¢ (33¢) | 35.8¢ | 37.6¢ | 39.6¢ |
| Axles 7 & up | | 35.7¢ (34¢) | 36.2¢ | 38¢ | 40¢ |
| Skilled Mechanics Class A | | \$17.93 (\$17.08) | \$18.19 | \$19.09 | \$20.09 |

COLA (new): ** An additional wage adjustment of 10¢ per hour for each full percent increase in the CPI - 1981=100 from April, 1990 to March 31, 1991 will be added to the scheduled increase for April 1, 1991. Triggered at 6%.

Shift Premium (Drivers & Capital City employees) (new): Effective September 10, 1989, 0-40¢-40¢. Effective April 1, 1990 and 1991, 0-45¢-45¢ and 0-50¢-50¢ respectively.

Shift Premium (Produce & Grocery Warehouses): 0-60¢-70¢ (0-50¢-60¢). Effective April 1, 1990, and 1991, 0-65¢-75¢ and 0-70¢-80¢ respectively.

Frozen Food Locker Premium (Grocery Warehouse): \$1 (70¢) per hour for employees working more than 1 hour in the locker.

"Shunter" Premium (Drivers) (new): Effective September 10, 1989, 30¢ per hour.

Paid Vacation: Effective September 10, 1989, 4 weeks after 9 (10) years of service, 5 after 16 (17), 6 after 25 (unchanged), and 7 after 35 (new).

Health and Welfare: Weekly Indemnity - Effective October 1, 1989, benefit is 66 2/3% of salary to a maximum of \$550 (\$450). Payable on a 1-1-6-15 basis. Effective April 1, 1990 and 1991, \$600 and \$650 respectively.

LTD - Effective October 1, 1989, 66 2/3% of basic weekly salary to a maximum of \$2,500 (\$2,000) per month beginning the 16th week for a maximum of 2 years or age 65, whichever comes first.

Dental Plan - Effective April 1, 1991, the employer pays 100% (50%) of the premium costs. Coverage continues to be based on current year's ODA fee schedule.

CPP (Drivers and Capital City employees) - Employer pays 100% of premium.

Severance Pay (new): 1 week's pay per year of service to a maximum of \$5,000.

SUB: Effective September 10, 1989, employer provides payments equivalent to 80% (75%) of salary at the time of layoff provided the fund is sufficient. Should the fund fall to \$100,000, the employer will recommence contributions until the Fund reaches \$200,000.

Meal Allowance: Effective September 10, 1989, \$6.50 (\$4) after 3 hours of overtime. Effective April 1, 1990 and 1991, \$6.75 and \$7 respectively.

Safety Shoes: Maximum of \$80 (\$75) per year. Effective April 1, 1990 and 1991, \$85 and \$90 respectively.

Employee Training (new): When the employer requires the employee to take further training, the employee will be paid for all time spent in training.

Company Meetings (new): If an employee is compelled to attend a company meeting, hourly rates shall be paid.

Uniform Allowance (Drivers): 100% of the cost of the uniform for each driver completing the probationary period.

Travel Allowance (Drivers): \$31 (previously, reasonable amount) per day for meals while on lay over.

Tool Allowance (Former Capital City employees only): \$5 per week payable twice yearly for all employees required to provide own tools.

October 1989 Settlements

TRANSPORTATION

Parking Authority of Toronto - Local 43, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from September 1, 1989, to August 31, 1991, covering 255 employees, settled at the bargaining stage and ratified in October 1989. Duration of negotiations - 1 month.

| | | | |
|--------|------------------------|----------------------|-------------------|
| Wages: | Effective | <u>Sept. 1/89</u> | <u>Sept. 1/90</u> |
| | General Increases | 7% | 7%* |
| | Attendant Grade 3 | \$13.47 (\$12.59) | \$14.41 |
| | Maintenance Grade I | \$16.17 (\$15.11) | \$17.30 |

* Conditional wage reopener if the CPI increases by more than 8.5% above the September 1990 index.

Shift Premium: 57¢ (52¢) per hour for all hours worked between 7 p.m. and 7 a.m.

Saturday Premium: 80¢ (72¢) per hour.

Truck Driving Premium: 35¢ (32¢) per hour for regular trucks and 48¢ (44¢) per hour for tank/combo trucks.

Paid Holidays: 1 additional floating day is added during this agreement only, for a total of 13 (12) days.

Paid Vacation: 4 weeks after 8 (9) years of service. Effective September 1, 1990, 6 after 23 (24).

Health and Welfare: LTD - Effective September 1, 1990, maximum benefit is \$2,500 (\$2,200) per month.

Hearing Aid - Maximum claim is \$400 (\$300) per family each year.

Vision Care - Effective September 1, 1990, maximum claim is \$200 (\$175) per person every 2 years.

Dental Plan - Effective September 1, 1990, deductibles eliminated. (Previously \$10 for single coverage and \$20 for family coverage.) 60%-40% (50%-50%) co-insurance for dentures. Coverage continues to be based on the current year's ODA fee schedule.

Major Medical - Coverage is extended to include the services of a licensed chiropractor, naturapath, osteopath and podiatrist with a maximum of \$10 per visit for up to 30 visits per practitioner per year per person covered (new).

Parking Allowance (new): Employee with 5 or more years of service receives 3 parking passes per year valid for 1 period of parking not to exceed 24 hours.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and Metropolitan Toronto Housing Authority at Toronto - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 643 employees, settled at the bargaining stage and ratified in October 1989. Duration of negotiations - 12 months.

| | | | | |
|------------------------------|--|----------------------------|------------------|------------------|
| Wages: | Effective | <u>Jan. 1/89</u> | <u>Jan. 1/90</u> | <u>July 1/90</u> |
| | General Increases | 6.49% | 3% | 4% |
| | Additional Adjustment | 97¢ for Heating Serviceman | | |
| | Labourer | \$13.63 (\$12.80) | \$14.04 | \$14.60 |
| | Shift Engineer 3rd Class | \$15.84 (\$14.87) | \$16.31 | \$16.96 |
| Lump Sum Settlement Payment: | \$100 per employee. | | | |
| Shift Premium: | 0-70¢-70¢ (0-65¢-65¢). Effective January 1, 1990, 0-75¢-75¢. | | | |
| Saturday/Sunday Premium: | 80¢ (75¢) per hour worked. Effective January 1, 1990, 85¢. | | | |
| Lead Hand Premium: | \$1.10 (90¢) per hour above the highest paid employee supervised. Effective January 1, 1990, \$1.20. | | | |
| Paid Vacation: | Effective July 1, 1989, 4 weeks after 8 (9) years of service and 5 and after 16 (18). | | | |
| Bereavement Leave: | Up to 3 consecutive working days' paid leave upon death of ward or legal guardian (new). | | | |
| Paid Union Leave: | Up to 20 (15) employee days per calendar year. | | | |
| Health and Welfare: | <u>Hearing Aid</u> - Maximum lifetime claim is \$250 (\$200) per person. | | | |

Dental Plan - 100% reimbursement for basic services. (Previously, 75%-25% co-insurance.) Coverage continues to be based on the current year's ODA fee schedule.

Sick Leave
Gratuity:

Employee with 5 or more years of service receives an amount equal to 1/2 of accumulated sick leave credits to a maximum of 145 (130) days, upon termination for reasons other than retirement, death or discharge with cause.

November 1989 Settlements

HEALTH AND WELFARE SERVICES

Toronto Hospital, Toronto General Division - Ontario Nurses' Association (part-time employees) (Ind.): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 395 employees, settled at the conciliation officer stage and ratified in November, 1989. Duration of negotiations - 4 1/2 months.

| | | | |
|--------|------------------|--------------------------------------|------------------|
| Wages: | Effective | <u>Apr. 1/89</u> | <u>Apr. 1/90</u> |
| | Increases | 2%-5.3% | 4%-5.6% |
| | Registered Nurse | \$16.17-\$19.53 (\$15.85-\$18.55) | \$16.81-\$20.62 |

Effective April 1, 1989 maximum rates will be reached after 8 (7) years. Effective April 1, 1990, maximum rates will be reached after 9 years.

Paid Holidays: One additional day is added for a total of 12 (11) days.

Paid Rest
Periods (new): 15 minute paid rest period per 1/2 tour.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (welfare programmes group):
A 47-month renewal agreement effective from December 24, 1987 to November 23, 1991, covering 352 Ontario employees, settled with mediation assistance during a work stoppage and ratified in November 1989. Duration of negotiations - 24 months.

| | | | | |
|--------|-------------|-------------------|--------------------|-------------------|
| Wages: | Effective | <u>Dec. 24/87</u> | <u>Sept. 24/88</u> | <u>Apr. 24/89</u> |
| | General | 5% | | 4.8% |
| | Increases | | | |
| | Additional | Restructuring | Restructuring | |
| | Adjustments | of wage | of wage | |
| | | schedule | schedule | |

Annual Rates

| | | | |
|------|--|-------------------|-------------------|
| WP-1 | \$21,678-\$27,918 (\$20,646-\$26,589) | \$21,678-\$28,954 | \$22,719-\$30,344 |
| WP-3 | \$32,253-\$36,279 (\$30,717-\$34,551) | \$32,253-\$37,623 | \$33,801-\$39,428 |
| WP-6 | \$51,894-\$58,974 (\$49,423-\$56,166) | \$51,894-\$58,974 | \$54,385-\$61,805 |

Effective Aug. 24/90 Aug. 24/91

General 4.6%
Increase

| | | |
|---------------------------|--------------------------------------|--------------------------------------|
| Additional Adjustments | Restructuring of wage schedule | Restructuring of wage schedule |
|---------------------------|--------------------------------------|--------------------------------------|

Annual Rates

| | | |
|------|-------------------|-------------------|
| WP-1 | \$23,764-\$31,740 | \$23,764-\$32,876 |
| WP-3 | \$35,356-\$42,716 | \$35,356-\$44,189 |
| WP-6 | \$56,887-\$64,648 | \$56,887-\$67,237 |

Shift Premium: 0-\$1.00-\$1.00. (Previously, 0-50¢-60¢.)

Weekend Premium: 75¢ (35¢) per hour.

Overtime Pay: Applies after 15 (30) minutes of authorized overtime. Minimum 3 hours' pay at applicable overtime rate. (Previously, 4 hours straight time.)

Acting Pay: Any employee temporarily transferred to a higher classification for a minimum of 10 days, receives appropriate rate of the higher classification for all days worked. (Previously, after 10 days for WP-1 to WP-5 and after 20 days for WP-6.

Standby Pay: \$10 for each eight consecutive hours or part thereof whether on a workday or a day of rest. (Previously, \$7 on a work day and \$14 on a day of rest.)

Reporting Pay: Minimum 3 hours' pay at the applicable overtime rate. (Previously, 4 hours at straight time.)

Call-Back Pay: Minimum 3 hours' pay at the applicable overtime rate. (Previously, minimum 4 hours at straight time.)

Paid Vacation: Effective April 1, 1989, 4 weeks after 8 (9) years of service and 6 after 30 (new). Effective April 1, 1990, 5 after 19 (20).

Maternity Leave: Earned vacation, compensatory leave, and sick leave credits may be used with prior approval (new).

Paid Sick Leave: Employee reinstated within one year of termination will retain all unused sick leave credits (new).

Penological Factor Allowance: \$1,600 (\$1,400) per year for employees required to work in a penal institute.

Meal Allowance: \$6 (\$5) after 3 hours of overtime and an additional \$6 (\$4) after 7 hours.

Severance Pay: First Lay-off - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service without limit. (Previously, to a maximum of 28 weeks' pay.)

Second or Subsequent Lay-off - 1 week's pay per year of service, without limit, less any previous severance pay. (Previously, a maximum of 27 weeks' pay.)

Retirement or Death - 1 week's pay per year of service to a maximum of 28 (30) weeks.

Part-Time Employees

Call-Back and Reporting Pay: Minimum 4 hours' pay for work on a paid holiday (new).

Holiday Pay: 4.25% (4%) of all straight time hours worked.

Paid Vacation: One-half the hours in any workweek per month, when entitlement is 2 1/2 days per month (new).

LOCAL ADMINISTRATION

Peel Regional Board of Commissioners of Police at Brampton - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 1,000 employees, partially settled by arbitration in November 1989*. Duration of negotiations - 6 months.

* Some matters remitted to parties for further consideration.

| Wages: | Effective | Jan. 1/89 | July 1/89 | Jan. 1/90 | July 1/90 |
|---------------------|-----------|------------------------|-----------|-----------|-----------|
| General Increases | | 5% | 2.5% | 5.25 | 2% |
| <u>Annual Rates</u> | | | | | |
| Cadet-3rd Class | | \$22,090 (\$21,038) | \$22,642 | \$23,831 | \$24,307 |
| Constable-3rd Class | | \$33,500 (\$31,905) | \$34,338 | \$36,140 | \$36,863 |

| | | | | |
|-------------------------|------------------------|----------|----------|----------|
| Constable- 1st Class | \$42,847 (\$40,807) | \$43,918 | \$46,224 | \$47,149 |
| Staff Sergeant | \$53,282 (\$50,745) | \$54,614 | \$57,482 | \$58,631 |

| | |
|--|--|
| Shift Premium: | Maximum \$250 (\$150) per calendar year for 3-shift rotation and \$150 (\$60) per calendar year for 2-shift rotation. |
| Training Premium (new): | 2% of regular pay for Constables while so assigned except if in receipt of plain clothes allowance. |
| Court Attendance Pay: | Minimum of 4 (3) hours' pay or time and one-half for actual time in court, whichever is greater. |
| Paid Vacation: | 5 weeks after 16 (17) years of service and 7 after 30 (new). |
| Health & Welfare: | <u>LTD</u> - Maximum benefit is \$3,500 (\$3,000) per month. <u>Dental Plan</u> - Effective December, 1989, coverage is based on the 1989 (1987) ODA fee schedule. Effective January, 1990, the 1990 ODA fee schedule. <u>Continuation of Benefits During Maternity Leave (new)</u> - Employer continues to share premium costs for up to 17 weeks |
| Supplementary Payment Plan During Maternity Leave (new): | Pays difference between 75% of salary and UIC benefit for a maximum of 17 weeks. |
| Clothing Allowance: | Effective January 1, 1990, maximum \$1,000 (\$850) per year for civilian attire and \$225 (\$200) per year for plain/old clothes. |

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**COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JANUARY TO DECEMBER 1989
CUMULATIVE INDEX BY EMPLOYER**

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

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| Simcoe County Board of Education, Barrie, Ont. Public School Teachers' Fed. (Ind.)(occasional teachers) | December | 505 |
| Simcoe County Roman Catholic Separate School Board, Barrie, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) | January | 28 |
| SKD Co., Amherstburg Div., Amherstburg, Cdn. Auto Workers (CLC) | November | 431 |
| Sklar-Peppler Inc., Peppler Div., Hanover, Woodworkers (AFL- CIO/CLC) | January | 6 |
| Spar Aerospace Ltd., Toronto, Cdn. Auto Workers (CLC) (hourly rated and salaried empls.) | February | 42 |
| St. Joseph's Health Centre, London, Service Employees Intl. (AFL-CIO/CLC)(full-time service empls. at St. Joseph's Hospital and full-time and part-time service empls. at St. Mary's Hospital) | April | 153 |
| St. Joseph's Health Centre, Toronto, CUPE (CLC) (full-time and part-time service empls.) | April | 143 |
| St. Lawrence Seaway Authority, Ont. and Que., Railway Transport and General Workers (CLC) (operational, maintenance and headquarters empls.) | December | 493 |
| St. Mary's General Hospital, Kitchener, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.) | May | 198 |
| St. Thomas-Elgin General Hospital, St. Thomas, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service and maintenance empls.) | February | 71 |
| Standard Tube Canada Inc., Woodstock, Cdn. Auto Workers CLC) | December | 480 |
| Stelco Fastener and Forging Co.-Stelco Inc., Fastener Works, Brantford, Burlington and Toronto, United Steelworkers (AFL- CIO/CLC) | December | 481 |
| Stormont, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall, Assn. des Enseignants Franco- Ontariens (Ind.) | March | 95 |

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| Stormont, Dundas and Glengarry County Board of Education, Cornwall, Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.) | February | 52 |
| Storwal International Inc., Pembroke, United Steelworkers (AFL-CIO/CLC) | October | 383 |
| Strudex Fibres Ltd., Waterloo, Food and Commercial Workers (AFL-CIO/CLC) | June | 203 |
| Sudbury Board of Education, Ontario Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.) | July | 307 |
| Sudbury District Roman Catholic Separate School Board, Assn. des Enseignants Franco-Ontariens (Ind.) | July | 308 |
| Sudbury Regional Board of Commissioners of Police, Police Assn. (Ind.) | May | 194 |
| Sunnybrook Medical Centre and 49 other hospitals, province-wide, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.) | January | 22 |
| Susan Shoe Industries Ltd., Permalite Industries Ltd. Div., Hamilton, Clothing and Textile Workers (AFL-CIO/CLC) | February | 38 |
| Susan Shoes Industries Ltd., Hamilton, Food and Commercial Workers (AFL-CIO/CLC) | January | 4 |
| Tarxien Company Ltd., Ajax, Cdn. Auto Workers (CLC) | July | 293 |
| TDS Group Ltd., TDS Div., Hagersville, London & Tillsonburg, IWA - Canada (CLC) | December | 475 |
| Textile Rental Institute of Ont., Industrial and Commercial Laundries Div., Toronto, Stoney Creek and Mississauga, Textile Processors (Ind.) | April | 151 |
| Textile Rental Institute of Ont., Hospital Laundries Div., London and Toronto, Textile Processors (Ind.) | April | 143 |
| Thomas J. Lipton Inc. (Unox), Shopsy's Foods Div., Weston, Food and Commercial Workers (AFL-CIO/CLC) | April | 113 |
| Thomson Consumer Electronics Canada, Inc., Communications-Electrical Workers (CLC) (office and production empls.) | July | 266 |
| Timmins Board of Education, Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.) | November | 462 |
| Titan Proform Company Ltd., Scarborough, Cdn. Auto Workers (CLC) | March | 81 |

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| Toronto and District Carpentry Contractors Association, province-wide, Carpenters (AFL-CIO) (residential high-rise construction) | July | 294 |
| Toronto and Vicinity Residential Framing Contractors Assn., OLRB Area, Labourers (AFL-CIO) (housing carpentry) | May | 175 |
| Toronto Area Transit Operating Authority, GO Transit, Transit Union (AFL-CIO/CLC) | March | 88 |
| Toronto Board of Education, Ont. Public Service Empls. (NUPGE)(CLC)(elementary and secondary occasional teachers) | April | 142 |
| Toronto City Board of Education, CUPE (CLC) (elementary school office and clerical empls.) | March | 96 |
| Toronto City Board of Education, CUPE (CLC) (caretakers and maintenance empls.) | February | 53 |
| Toronto City Board of Education, CUPE (CLC) (education assistants) | March | 100 |
| Toronto City Board of Education, CUPE (CLC) (chief caretakers, chief engineers and stationary engineers) | March | 101 |
| Toronto City Board of Education, CUPE (CLC) (office and clerical empls. and librarians) | January | 20 |
| Toronto City Corp., Intl. Fire Fighters (AFL-CIO/CLC) | July | 283 |
| Toronto City Corp., Metro Toronto Municipality and Metro Toronto Licensing Commission, CUPE (CLC) (inside and outside empls.) | June | 238 |
| Toronto Electric Commissioners and Toronto Hydro-Electric System, CUPE (CLC) (hourly rated and salaried empls.) | March | 91 |
| Toronto Hospital Corp., Toronto Western Hospital Div., CUPE (CLC) (full-time service empls.) | June | 228 |
| Toronto Hospital Corp., Toronto General Hospital Div., CUPE (CLC) (service and maintenance empls.) | June | 229 |
| Toronto Hospital, Toronto General Div., Ont. Nurses' Assn (part-time empls.) (Ind.) | December | 520 |
| Toronto Hotel Employers Assn., Hotel Empls. (AFL-CIO/CLC) | December | 511 |
| Toronto Housing Labour Bureau, Labourers (AFL-CIO) | April | 128 |
| Toronto Public Library Board, CUPE (CLC) (full-time and part-time librarians, office and clerical empls.) | December | 507 |
| Toronto Star Newspapers Ltd., Toronto, Newspaper Guild (AFL-CIO/CLC) (maintenance, printing and non-printing empls.) | October | 387 |

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| Toronto Transit Commission, CUPE (CLC) (electrical and technical empls.) | October | 392 |
| Toronto Transit Commission and Gray Coach Lines, Transit Union (AFL-CIO/CLC) (driver, operators, clerks and maintenance empls.) | October | 391 |
| Treasury Board of Canada, Air Traffic Controllers (Ind.) | February | 58 |
| Treasury Board of Canada, Council of Graphic Arts Unions (4 AFL-CIO/CLC)(printing operations, non-supervisory empls.) | April | 154 |
| Treasury Board of Canada, Professional Institute (Ind.) | March | 107 |
| Treasury Board of Canada, Public Service Alliance (CLC) | May | 187 |
| Treasury Board of Canada, Foreign Service Officers (Ind.) | May | 187 |
| Treasury Board of Canada, Electrical Workers (IBEW) (AFL-CIO/CFL) (electrical group) | December | 512 |
| Treasury Board of Canada, Public Service Alliance (CLC) (welfare programmes group) | December | 520 |
| TRW Canada Ltd., Thompson Products Div., St. Catharines, Employees Assn. (Ind.) | May | 177 |
| TRW Canada Ltd., Transportation Electronics Div., Brantford, Cdn. Auto Workers (CLC) | December | 488 |
| Uniroyal Goodrich Canada Inc., North Plant and RMS Machinery Div., Kitchener, Rubber Workers (AFL-CIO/CLC) (production, shipping and maintenance empls.) | July | 256 |
| Uniroyal Goodrich Canada Inc., South Plant, Kitchener, Rubber Workers (AFL-CIO/CLC) | July | 257 |
| University of Guelph, CUPE (CLC) (trades, services and maintenance empls.) | August | 324 |
| University of Guelph, Staff Assn. (Ind.) (Office, clerical, laboratory and technical empls.) | July | 270 |
| University of Toronto, Cdn. Educational Workers (Ind.) | March | 97 |
| University of Toronto Governing Council, Faculty Assn. (Ind.) | July | 287 |
| University of Toronto, Libraries, CUPE (CLC) (full-time non-professional empls.) | February | 56 |
| University of Toronto, Libraries, CUPE (CLC) (part-time and temporary non-professional empls.) | March | 98 |
| University of Western Ont., Physical Plant Dept. and Thompson Arena, London, CUPE (CLC) | November | 458 |

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| Via Rail Canada Inc., system-wide, Railway, Transport and General Workers (CLC) (on-train empls.) | August | 334 |
| Via Rail Canada Inc., system-wide, Railway, Transport and General Workers (CLC) (off-train empls.) | August | 336 |
| Via Rail Inc., system-wide, Boilermakers, SheetMetal Workers, Plumbers, Railway Carmen and Electrical Workers (IBEW) (AFL-CIO/CFL) (shopcraft empls.) | July | 295 |
| Victoria County Board of Education, Lindsay, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.) | January | 31 |
| Victoria Hospital Corp., London, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time services empls. and RNA's) | January | 33 |
| Villa Colombo Homes for the Aged, Toronto, CUPE (CLC) | June | 245 |
| Visiting Homemakers Assn., Toronto, Service Empls. Intl. (AFL-CIO/CLC) (full-time and part-time empls.) | November | 447 |
| Vulcan Equipment Co. Ltd., Toronto, Sheet Metal Workers (AFL-CIO/CLC) | January | 7 |
| W. & H. Voortman Ltd., Burlington, Bakery and Tobacco Workers (AFL-CIO/CLC) | August | 316 |
| Wabco Standard Trane Inc., Wabco Div., Stoney Creek, Electrical Workers (UE)(CLC) | April | 124 |
| Wardair Canada Inc., Mississauga, Cdn. Auto Workers (CLC) | February | 60 |
| Waterloo County Board of Education, Employees Assn.(Ind.) | November | 454 |
| Waterloo County Board of Education, Kitchener, Employees Assn. (Ind.) | November | 443 |
| Waterloo Region Roman Catholic Separate School Board, Kitchener, CUPE (CLC) (office, clerical and technical empls.) | March | 97 |
| Waterloo Regional Board of Commissioners of Police, Kitchener, Police Assn. (Ind.) (uniform police officers) | July | 284 |
| Waterloo Regional Municipality, CUPE (CLC) (inside and health unit empls.) | June | 240 |
| Welland County Roman Catholic Separate School Board, Welland, CUPE (CLC) (full-time and part-time office and clerical, caretaking and maintenance empls., library technicians, teaching assistantcs and bus drivers) | November | 463 |

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| Wellesley Hospital, Toronto, Service Employees Intl. (AFL-CIO/CLC)(clerical empls.) | March | 99 |
| Wentworth County Board of Education, Ancaster, CUPE (CLC) (clerical, custodial and maintenance empls.) | May | 183 |
| Weston Bakeries Ltd., Dupont Plant, Toronto, Teamsters (AFL-CIO) | April | 115 |
| William H. Kaufman Inc., Kaufman Footwear Div., Kitchener, Rubber Workers (AFL-CIO/CLC) | March | 78 |
| William Neilson Ltd., Georgetown and Toronto, Food and Commercial Workers (AFL-CIO/CLC) | April | 115 |
| William Neilson Ltd., Halton Hills Dairy, Georgetown, Teamsters (AFL-CIO) | July | 255 |
| Windsor City Board of Commissioners of Police, Police Assn. (Ind.) (Unit A) | January | 25 |
| Windsor City Board of Education, Ont. Secondary School Teachers' Fed. (Ind.) | June | 223 |
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| Windsor City Board of Education, CUPE (CLC) (custodian and maintenance empls.) | October | 401 |
| Windsor Plastics Products Ltd., Windsor, Cdn. Auto Workers (CLC) | January | 13 |
| Windsor Utilities Commission, Electrical Workers (IBEW) (AFL-CIO/CFL) (outside empls.) | August | 322 |
| York City Board of Education, CUPE (CLC) (caretaking, maintenance, stockroom and surveillance empls.) | January | 29 |
| York City Corp., Works Department and Parks and Recreation Department, CUPE (CLC) (outside empls.) | June | 241 |
| York Region Board of Education, Aurora, CUPE (CLC) (office, clerical and technical empls.) | May | 184 |
| York Region Board of Education, Aurora, CUPE (CLC) | January | 21 |
| York Regional Board of Commissioners of Police, Newmarket, Police Assn. (Ind.) | June | 241 |

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| York University, Toronto, Faculty Assn. (Ind.) (full-time professors, lecturers and librarians) | July | 271 |
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| York University, Toronto, CUPE (CLC) (maintenance, services and plant operations empls.) | August | 324 |

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